



ALAEA Qantas



**Member Wage
Structure – Training
Survey Executive
Analysis**

Composed by ALAEA Federal Secretary Steve Purvinas

Authorised for release by the ALAEA Federal Executive on 10 Jan 2018

Part one – Pay Structure


The LAME Wage structure was introduced in 1997 to overcome numerous issues with the former payment system. Firstly, the loss of licence payments when fleet types retired and equally important, the lack of career progression in Heavy Maintenance departments where opportunities to acquire new aircraft types were extremely limited. Radio licence payments were simplified, and an inbuilt mechanism included to give payments for service with the airline.

The older pay system had limits. The maximum number of ratings a LAME could be paid for was 18. This was the natural cap or top end with no quotas limiting a person to get to 18 ratings. With licences dropping off as aircraft retired, it was very rare for a LAME to ever hold 18 ratings. The 18-rating limit could only theoretically be reached by LAMEs who were licenced in all 5 categories.

Agreement on the 1997 pay structure was no walk in the park with strong resistance coming from Sydney and most Avionic LAMEs. The voting was all done by attendance ballot and a show of hands, something frowned upon these days as peer group pressure can sway a person's thoughts on a matter they are considering. The final meeting on acceptance or otherwise for the structure was held in Perth, it was openly known at the time that the numbers from all the other meetings combined was practically level. An army of Qantas managers headed out West and did their best to convince the few remaining voters to support the system. Here is the outcome notice from 1997 –

15 August 1997
Ref: PMN1150897

FAXED



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❖ NOTICE ❖

TO: ALL ALAEA QANTAS MEMBERS

RE: VOTING RESULTS - LAME PAY RESTRUCTURE

At the meetings of members held in all ports on Wednesday, 13th and Thursday, 14th August 1997, the following motion was put:

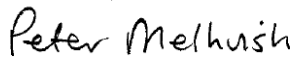
"This meeting of ALAEA members endorses the provisions contained in the Licenced Aircraft Engineers (Qantas Airways Limited) LAME Pay Structure Appendix to the Qantas Airways Limited Enterprise Agreement III document as a replacement for the existing applicable award provision."

404 members voted in favour of this motion and 393 against. Approximately two-thirds of the ALAEA LAME members participated in the voting meetings which is an extremely good turn-out.

Qantas Federal Executive members will consider the result on Monday, 18th August.

Port-by-port breakdown:

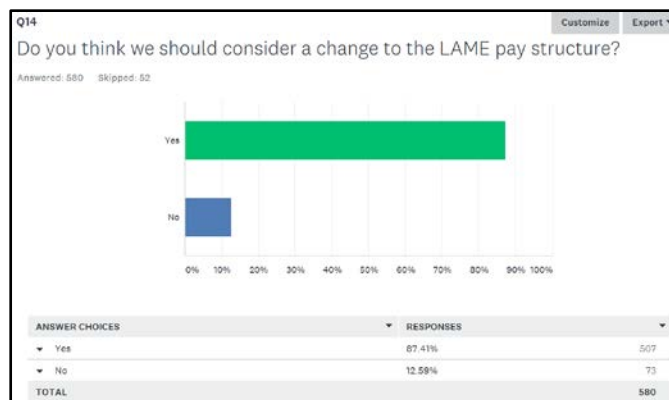
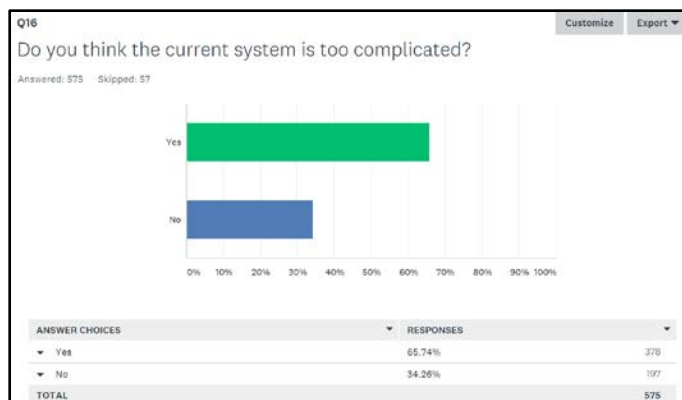
	For	Against
Sydney	165	257
Melbourne	124	92
Brisbane	42	16
Adelaide	12	8
Perth	19	5
Cairns	14	9
Alice Springs	3	0
Canberra	4	4
Coolangatta	6	1
Darwin	8	1
Hobart	4	0
Townsville	3	0
TOTAL	404	393


Peter Melhuish *per*
FEDERAL PRESIDENT

"To undertake supervise and certify for the safety of all who fly."

The 1997 Pay system has been in place for 20 years. It has grown to be so complicated that many LAMEs don't know why or how they got to where they are and the issues are compounded as all managers from 1997 have moved on. Today's LAME has been the winner of the 1997 ballot with wage rates now higher than they ever could have been with what preceded it.

2/3 of LAMEs now believe the system to be too complicated and 87% think we should consider a new system.



The survey shows that the average B1 LAME today sits at level 12.4 with the average B2 LAME at 14.0.

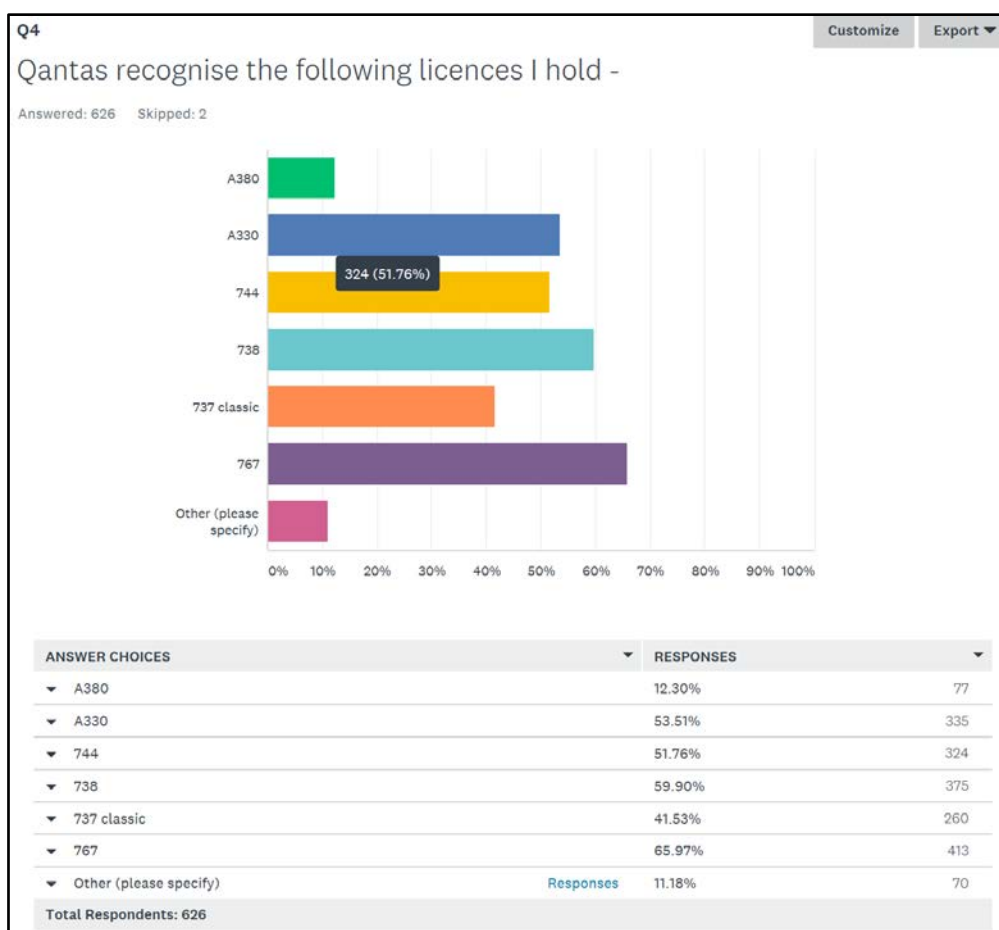
Average Level					
		Mechanical		Avionic	
	5	1	5	0	0
	6	7	42	0	0
	7	14	98	0	0
	8	18	144	1	8
	9	17	153	3	27
	10	21	210	10	100
	11	64	704	7	77
	12	61	732	22	264
	13	50	650	31	403
	14	59	826	46	644
	15	71	1065	29	435
	16	14	224	15	240
	17	17	289	33	561
		414	5142	197	2759
		Mechanical		Avionic	
Ave level		12.4		14.0	

Years with Qantas				
	Mechanical		Avionic	
2		0		0
6	4	24	3	18
10	14	140	5	50
14	71	994	39	546
18	47	846	16	288
22	32	704	25	550
26	97	2522	51	1326
30	95	2850	37	1110
34	22	748	14	476
38	22	836	10	380
42	16	672	2	84
46	2	92		0
50	1	50		0
	423	10478	202	4828
	Mechanical		Avionic	
Ave	24.8		23.9	

The number of years' service with the airline averages at 24.8 for B1 LAMEs and 23.9 for B2.

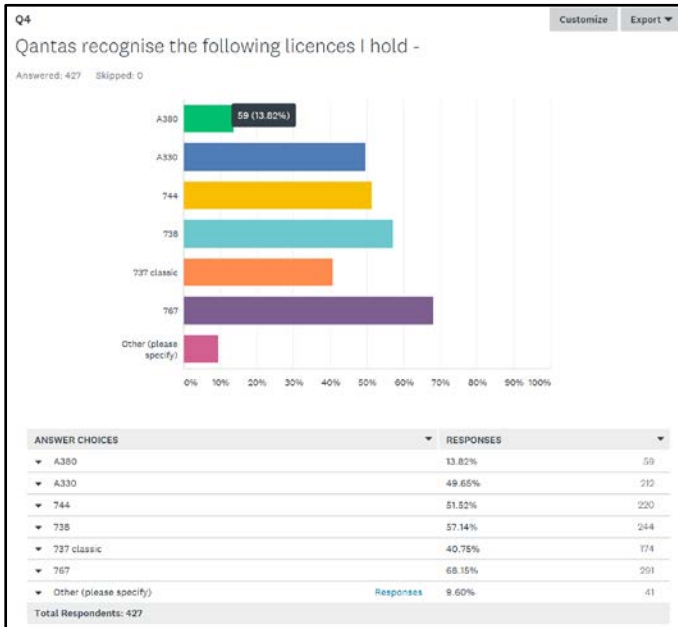
Of those years, the number as a LAME averages 20.9 for B1 and 20.3 for B2.

Years as LAME				
	Mechanical		Avionic	
2	6	12	3	6
6	30	180	10	60
10	23	230	22	220
14	67	938	28	392
18	82	1476	40	720
22	62	1364	24	528
26	75	1950	42	1092
30	26	780	20	600
34	26	884	6	204
38	19	722	5	190
42	5	210	2	84
46	1	46		0
50	1	50		0
	423	8842	202	4096
	Mechanical		Avionic	
Ave	20.9		20.3	

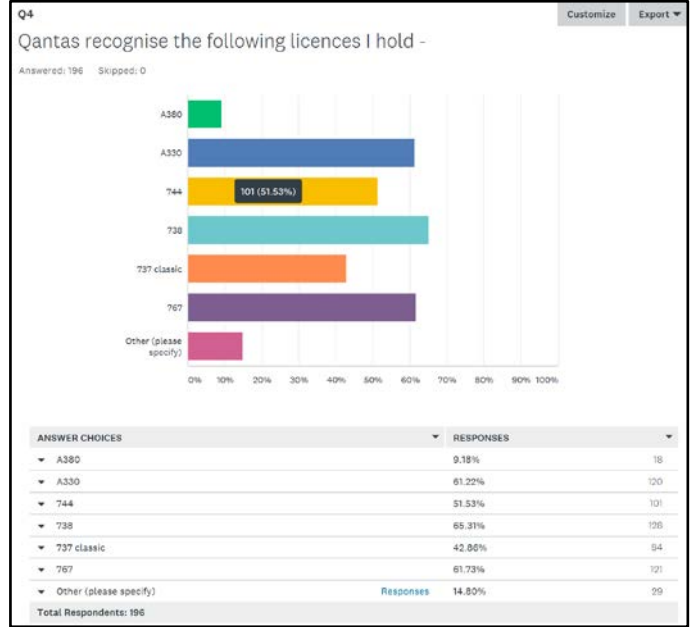


The above data was taken from a survey conducted in late 2016. It is useful in establishing wage levels and relativity. It shows that the average LAME held 2.96 active licences. The split between Mechanical and Avionics was minimal with active Mechanical licences held averaging 2.91 and Avionic licences held sitting at 3.07.

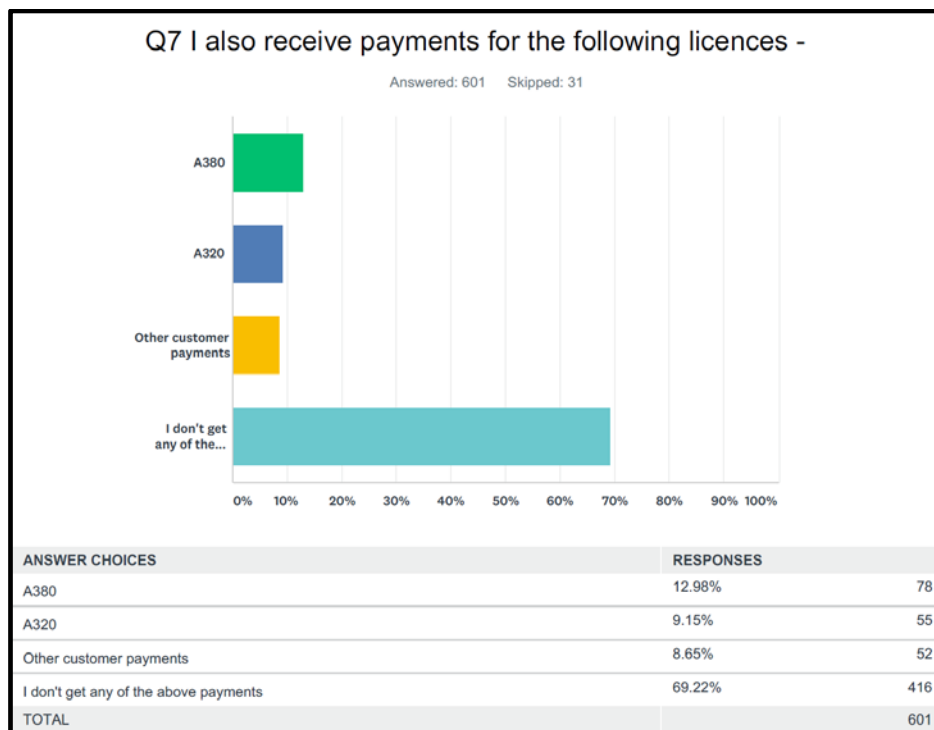
Mechanical



Avionics



Today, results show that 31% of LAMEs receive payments for licences held that sit outside the LAME pay structure. These aircraft payments do not adjust the number of active licences a LAME holds on average but alter the way they are paid.




Quotas and the Current System

The biggest complaint about the current wage system relates to quotas. Of the 435 written complaints about the pay system, quotas were mentioned over 240 times. Of course, anyone stuck at a level would like to progress to the next one rather than be caught in quotas however this was one pay off for the system we agreed to in 1997.

Having quotas may seem unfair but what if everyone was stuck due to quotas at a wage level far higher than they otherwise would have been able to achieve under the previous system? To put it differently it would be interesting to ask all LAMEs if they would prefer either a) or b) to form part of the base wage -

- a) To receive \$2000 each week and \$100 per week for each aircraft they hold a licence on; or
- b) To receive \$3000 each week and nothing for each new licence.

As fanciful as the above scenario may appear, it is close to the reality of how quotas have worked. As we discuss and consider the future, it would be remiss for us to forget the past. The following information is presented to show how quotas have allowed most LAMEs to progress higher than they otherwise would have in the old system. It starts with a letter we received from Qantas in 1997 demonstrating how translation was going to work.



**NEW LAME PAY STRUCTURE
INDIVIDUAL TRANSLATION DETAILS**

Staff Details

EXAMPLE

TN
STAFF NO.
LAME

Old Wage Structure

PRE-TRANSLATION PAY COMPONENTS		TRANSLATION PAY +2%	
Basic Wage:	\$740.80	Basic Wage +2%	\$755.62
Active Add Ratings:	\$52.90		
Multi-Cat:	\$18.80		
Inactive Lic:	\$0.00		
Total Licences:	\$71.70	Total Licences +2%	\$73.13
Tool Allowance:	\$11.60	Tool Allowance +2%	\$11.73
Salary Maint:	\$0.00	Salary Maintenance:	\$0
Old Total Wage:	\$824.00	Total Wage +2%	\$840.48

New Wage Structure

Translation Grade	3	New Grade Wage:	\$800.00
Translation Quartile:	3 (1)	Over Grade Adjustment:	\$40.48
	(2)	Preserved Amount:	\$0.00

(1) **OVER GRADE ADJUSTMENT**

The over grade adjustment figure represents the difference between your current wage, including the 2% translation increase which will be paid to all LAMEs at the time of transfer to the new system, and the grade to which you translate.

(2) **PRESERVED AMOUNT**

The preserved amount is the difference between the rate of pay for those mechanical LAMEs who translate to grade 10 and avionic LAMEs who translate to 10a and the current actual wage including the 2% translation wage increase.

The fictitious LAME from the Qantas letter appears to have been licenced on one aircraft and translated at level 3. For this analysis we will use some various combinations and an assumed 3% wage rise each year to see how much they'd be paid today if the old system was still in place.

Basic	\$740.80
Multi-category	\$18.80
Tool Allowance	\$11.50
Total	\$771.10
Licence Payments	<1/9/97
744-400	\$30.00
747 series	\$19.90
767-200 & 300	\$23.80
737-300/400	\$23.80

For the comparison, this table is required. It should be noted that payments were made as follows:

744 and 747 series, one payment for each category (A, E and I) and one for each engine held. Eg. 747 classic with Pratt and Roller plus Airframe added \$19.90 x 3 to the base rate.

767 and 737 were all double payments because the series were considered different aircraft. Eg. 767 200/300 Electrical and Instrument added \$23.80 x 4 to the base pay.

An Avionic LAME who added the radio licence received the following total for the first type only and nothing for additional aircraft, hence the 10 points for your first radio licence in the new system.

International (old Qantas) Radio payments were lower and the Domestic (TAA) Radio payment system here was incorporated into the 1997 wage structure.

Dom' radio payment	\$63.90
ADF	\$10.20
VOR	\$10.20
ATC	\$10.20
RA	\$10.20
DME	\$10.20
ILS	\$15.20
WXR	\$15.20
WL	\$10.20
Multi Cat	\$18.80
Radio Total	\$174.30

Last year we released a table of some sample LAMEs to show where people would sit today if the above payments were added to the base starting pre-pay structure salary with 3% wage increases each year.

Trade	Inactive licence	Active licence	Old rates in \$\$\$ today			Losing Level	Winning Level
			Lic payments	Base salary	Total		
B1	762, 763	733, 734, 738, 332, 333	\$429.90	\$1,392.69	\$1,822.59	8	9
B1	742, 743	744 only	\$108.36	\$1,392.69	\$1,501.05	5	6
B1	762	763, 744, 332, 333, 738, 787	\$538.26	\$1,392.69	\$1,930.95	9	10
B2	762, 763	733, 734, 738, 332, 333 plus radio	\$710.75	\$1,392.69	\$2,103.44	11	12
B2	742, 743	744 plus radio	\$389.21	\$1,392.69	\$1,781.90	8	9
B2	762	763, 744, 332, 333, 738, 787 plus radio	\$819.11	\$1,392.69	\$2,211.80	12	13

Today's average LAME is licenced on 3 aircraft. The average B1 LAME is being paid level 12. Under the old system with redundant licences falling away and no wage increase for years of service, the above table shows that a 3-aircraft licenced LAME (733/4, 738 and 332/3), two of them attracting the old double payment, would be paid somewhere in between levels 8 and 9. This B1 LAME, if stuck in quotas, is already far better off by several levels than they would have been under the old system.

The average B2 LAME is being paid level 14. Under the old system with redundant licences falling away and no wage increase for years of service, the above table shows that a 3-aircraft licenced Avionic LAME (733/4, 738 and 332/3), two of them attracting the old double payment, would be paid somewhere in between levels 11 and 12. This B2 LAME, if stuck in quotas, is most likely far better off than they would have been under the old system.

At the top end of the scale, a 5-active aircraft B1 LAME would have been paid close to the level 10 rate and a 5-active aircraft B2 LAME would be paid close to the level 13 rate. Qantas only have 6 current active aircraft types including the Freighters and I stand to be corrected but do not believe any Qantas LAME is licenced on all of them.

No current B1 LAME would have even reached a level where quotas existed if we continued under the old system. A B1 LAME who cannot use their points or a new licence to get to Level 13 is already well ahead and can thank the old timers for allowing them to progress so far because of what they introduced. The narrative is similar for a B2 LAME.

Quotas and a top level of 17 give the current wage structure an appearance of being career limiting but the system we moved to 20 years ago has served us well from a progression perspective. Many members however have said that quotas should go and certainly this is a direction the ALAEA will follow. The answer is not as simple as keeping what we have now and just allowing limitless progression, that concept would never be accepted by Qantas.

Aggregate Wages

The second biggest concern, and not far behind the quota problem, with the current structure is related to a non-aggregated wage.

	1	2	3	4	5	TOTAL	SCORE
Getting rid of quotas	39.37% 163	26.33% 109	13.29% 55	10.14% 42	10.87% 45	414	3.73
Securing an aggregate wage where no penalties were lost for sick or long service leave	35.63% 160	22.27% 100	15.81% 71	12.03% 54	14.25% 64	449	3.53
Making the system extremely simple	12.20% 55	15.74% 71	31.04% 140	19.29% 87	21.73% 98	451	2.77
Increasing the wage rate of the lower levels	10.38% 49	15.89% 75	22.46% 106	31.57% 149	19.70% 93	472	2.66
Removing the disparity between trades	18.22% 98	19.33% 104	20.26% 109	16.73% 90	25.46% 137	538	2.88

Both Virgin and Jetstar pay LAMEs via a salary (which is a form of aggregate wage). This means sick leave and long service leave can be taken without loss of wage. It also means that the base calculation for overtime starts off higher. At Virgin, this is compensated for with all overtime paid at time and a half instead of double dollars. Most overtime at Jetstar is still paid at double dollars from the higher base. Wages are generally lower at the other two airlines when compared to equivalently qualified LAMEs at Qantas.

Considerations for a new wage system at Qantas should aspire to incorporate some aggregate wage principles if not a full salaried version as at other airlines. Paying penalties on sick and long service leave will cost the airline and they will want that accounted for in any outcome.

The biggest hurdle to securing an aggregate wage is related to super. Those LAMEs on defined benefit schemes receive retirement payouts based on final average salaries. Today, this does not include shift penalties but if the pay system is changed completely and shift penalties are included on the calculations, payouts could be hundreds of thousands of dollars higher than they are today for each retiree. Although this sounds great, Qantas aren't going to simply give away millions of dollars. As we explore new pay methods we must be mindful of how it effects super.

Trade and Pay Disparity

The following comments were made and sum up a problem with the current system that other airlines don't face.

- *It has been completely open to abuse and manipulation from both sides, people with same qualifications paid differently.*
- *Wage disparity between B2 and full B1.*
- *The current pay grade system seems to lack fairness with Lames holding equal or more qualifications being paid less than other Lames.*
- *Not being paid the same as the person next to you who has the same licences and years of service.*
- *Disparity between full B1 & B2*
- *People with the same service and licences can be at different levels simply because of timing.*
- *Unequal pay for equal Licences*
- *the quote system and the disparity between B1 & B2's.*

Certainly, any new system must look at the anomalies which have led to the current disparity. The one mentioned most relates to the difference between a B2 and full B1. The wage disparity is a hangover from an old system designed when B2 worked in three trades and a B1 in two. Now both and B2 and full B1 have full privileges in three trades. The ALAEA will be mindful of this disparity when considering a new pay system.

Simplification

Reading member comments, one example highlighted clearly the confusion with today's system.

- *Quota levels are ok but why do I move forward and back? ie. #50 then #46 then #49?*

Qantas have completely lost control of this system and they don't know how to fix it. Unless a new solution is agreed, there are likely to be countless disputes in courtrooms in the years to come. Neither Qantas nor the ALAEA enjoy lengthy courtroom battles and sticking out our hand of friendship now may avoid future disputes.

Lower wage Levels

Despite our best efforts, the current starting level (5) is still just ahead of the higher AME rates. The problem can best be demonstrated by a chart based on the 1997 translations.

Base Wage Rates	
LAME Grade	\$ Per Week (16/8/97)
1	700.00
2	775.00
3	800.00
4	860.00
5	920.00
6	980.00
7	1040.00
8	1100.00
9	1160.00
10	1220.00

This table is from the first structure in 1997. It should be noted that entry level was 3 (\$800 pw) and an additional level (10A) was available only to Avionic LAMEs and sat at \$1280 per week.

The difference between the \$800 start and \$1280 top rate amounting to a potential increase from the starting wage of 60%.

Today the starting level is 5 (\$1470 pw) and the top level is 17 (\$2710 pw). The potential increase from your first LAME wage to the top has grown from 60% to 84%. It would be closer to 90% if you consider the possibility of a full B1 payment and A380 licence.

The increases have been fantastic for those at the top end but seem to have come at the expense of those on lower levels.

Level	Rate of pay first pay period on or after 1 Jan 2015 \$ per week	Rate of pay first pay period on or after 1 July 2016 \$ per week	Rate of pay first pay period on or after 1 July 2017 \$ per week
1	\$1096.12	\$1,129.00	\$1,162.87
2	\$1177.52	\$1,212.85	\$1,249.23
3	\$1204.63	\$1,240.77	\$1,277.99
4	\$1295.01	\$1,333.86	\$1,373.88
5	\$1385.51	\$1,427.08	\$1,469.89
6	\$1475.78	\$1,520.05	\$1,565.66
7	\$1565.89	\$1,612.87	\$1,661.25
8	\$1656.40	\$1,706.09	\$1,757.27
9	\$1748.08	\$1,800.52	\$1,854.54
10	\$1842.78	\$1,898.06	\$1,955.01
11	\$1938.24	\$1,996.39	\$2,056.28
12	\$2033.58	\$2,094.59	\$2,157.43
13	\$2128.91	\$2,192.78	\$2,258.56
14	\$2224.60	\$2,291.34	\$2,360.08
15	\$2332.00	\$2,401.96	\$2,474.02
16	\$2432.69	\$2,505.67	\$2,580.84
17	\$2554.32	\$2,630.95	\$2,709.88

Solutions

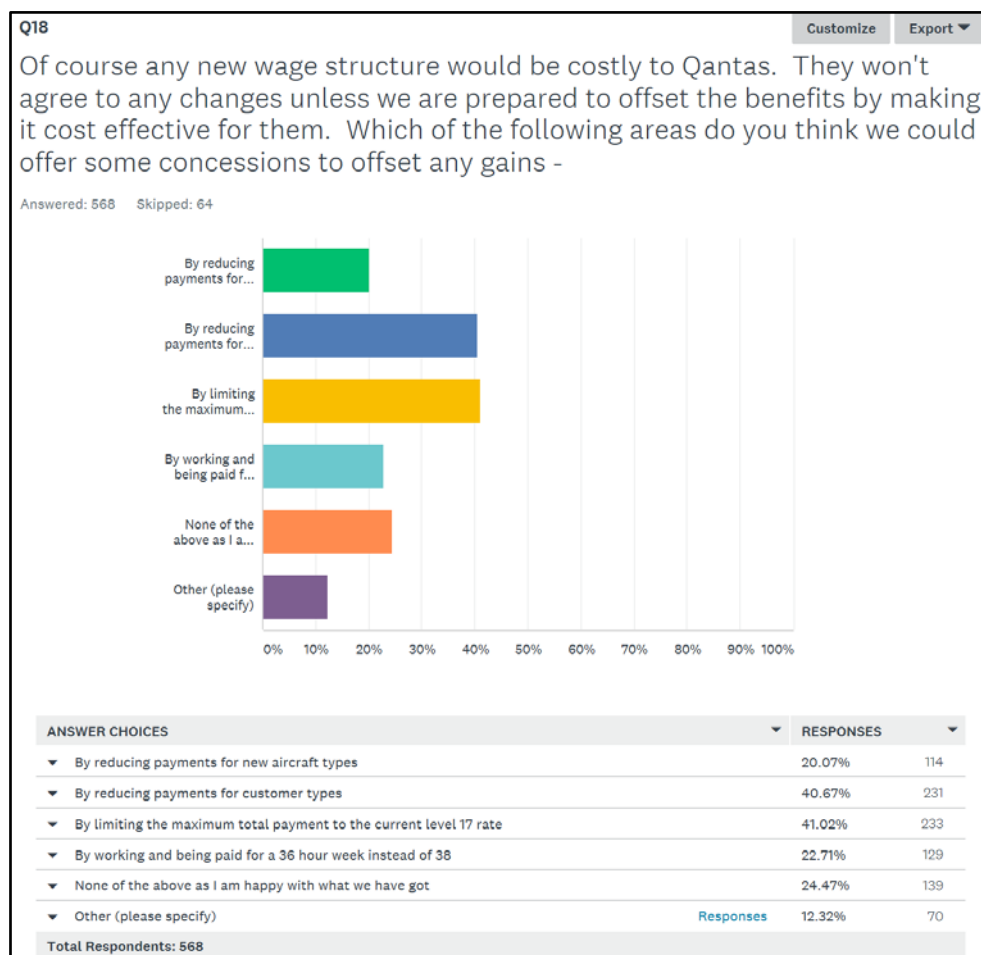
Members have contributed hundreds of ideas for solutions to replace the currently damaged wage system. They start with the very simple.....

- *NO FUCKING QUOTAS!!*
- *Level 7 through 22*
- *New levels 18 and 19.*

.....highly expensive items that the company will just ignore.

To more creative contributions that incorporate a cost saving for the company in return for a better wage system.

- *If the payment was removed for each additional aircraft type after (after a maximum, say 3) I would imagine the company wouldn't hesitate in training as many people as possible on new types as you see in other companies around the world. As it stands, the local business unit needs to do a business case to support additional licences.*
- *Tiered Level, single licence, dual licence, multi-licence. With the removal of payments for each type training would not be as easy to come by. They have forced the workforce into training themselves which disadvantages those unable to do so off their own back due personal financial situations.*
- *maybe going up levels every fours years regardless of training, that way they can train us on all types and have greater flexibility with there work force.*
- *There was a system discussed in our port about a system consisting of levels. An individual would jump a grade every 5 years regardless of training on types. This system could consist of 1-10 grades which would cover employees who stay for 40 years or more, as we do! Each person would translate in at their current pay level (including tail payments) or years of service as to not be disadvantaged (whichever one works better for all). There would be no quotas or add on payments either. Rather simple really. This system may be better suited to the aging LAME but it would also protect the younger ones, which there are not many in Qantas for the future, more so if it were to be a salary based system which includes shift penalties. As we know these are time limited items. So every 5 years you would jump a grade regardless of type training or not, but the advantage is for Qantas. They can train you on multiple types in that 5 years and not have to pay you any more! They can calculate future wages for all engineers rather easily. So it gives us a safe salary based future and allows Qantas to fence off our wage structure! This would allow for future aircraft like the B777, A320, A350, etc.*



Regardless of what is discussed, the ALAEA would never support any outcome that sees anyone go backwards. Some of the ideas above were thrown out there as ways we could contribute to the cost (such as getting rid of quotas or an aggregate wage) of a new system, none of them were overwhelmingly supported but they may warrant further exploration in the context of a complete new system.

For example....moving to a 36 hour week could see an 8.6% salary drop. Not good at first read however it could be offset by more regular increases in the pay system, no loss of penalties for sick or long service leave, additional super payments and/or a 4 on 6 off roster. As we consider the future, the ALAEA will remain open to all ideas and consider each of them in the wider context of gains that could be made.

A final point we would like to make about the current wage system relates to several disputes we've had to deal with recently. With new HR managers appearing regularly, all trying to make a name for themselves, one of them has fabricated the idea that a person who is qualified to move two levels cannot do so if the level one above is full or quota restricted. For example, a B1 LAME may be at level 14 and qualifies for level 15 and it is full, they acquire another licence and now have enough points to move to 16 which has 48 vacancies. Management have been saying that they can't move to 16 because they need to get to 15 (which is full) before moving to 16.

The management interpretation is wrong. There is nothing in the EA that prevents a LAME moving two levels if they qualify and plenty of LAMEs have done this before. If you believe you qualify to move two levels and there are vacancies, please contact us as soon as possible and we will rectify the error. Last known vacancy list as of 21 November 2017 below –

LEVEL	TRADE	Permitted	Current	Vacancy
12	Mechanical	128	129	-1
12	Avionics	52	34	18
13	Mechanical	110	115	-5
13	Avionics	45	60	-15
14	Avionics	45	81	-36
14	Mechanical	110	111	-1
15	Mechanical	110	110	0
15	Avionics	45	65	-20
16	Avionics	30	35	-5
16	Mechanical	73	25	48
17	Avionics	22	32	-10
17	Mechanical	55	10	45

Part two – Training

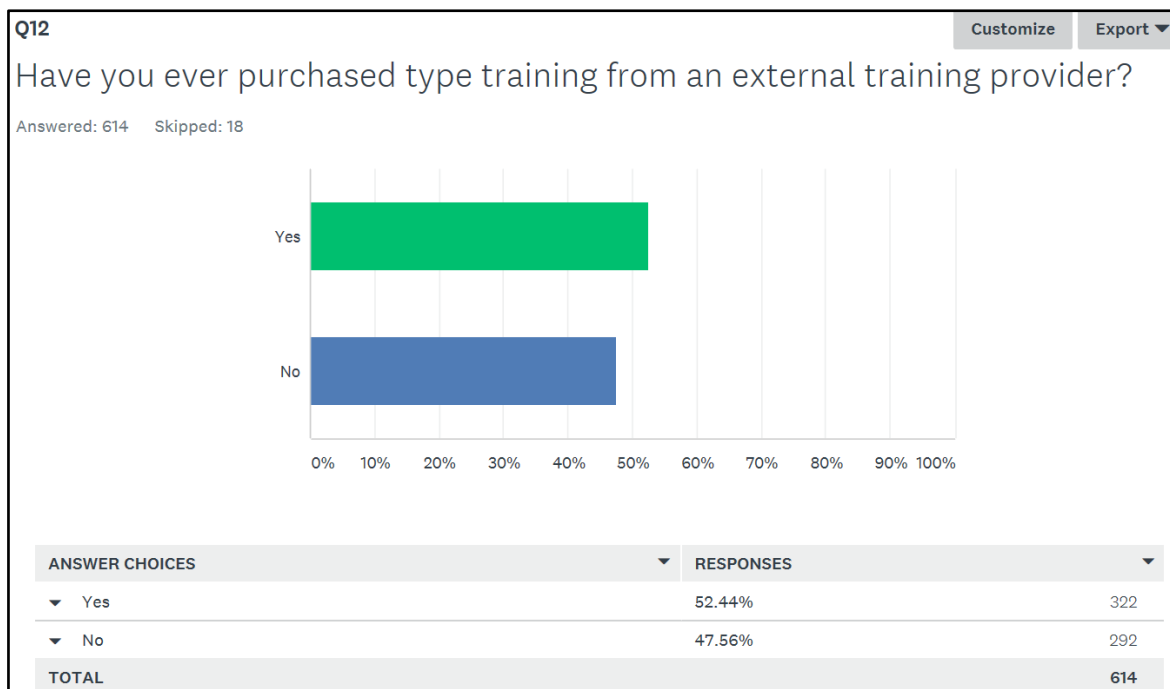
It goes without saying that training feeds directly into the current pay system. Members generally like to be trained so they can be paid more, be more secure in their employment, have more job satisfaction and possibly be more marketable. Nothing causes more disputes than training related matters.

Training selection is one of the issues we are dealing with. Reading the comments, there are occasional mentions of the ALAEA agreeing to the current 380 selection process which is also being applied to other aircraft types. That is the marking system currently used by Qantas. It needs to be highlighted that **the ALAEA did not create or agree to the 380-marking method for course selection. It was ordered upon us by the Fair Work Commission and we dislike it as much as members do.**

Qantas alone decided to use the same method on other aircraft types. We want a fairer method and will be using the information from the survey to develop one. Aside from the 380, Qantas can select whoever they want for training because there is no clause in the EA to force them to do otherwise. We have two avenues to press for a fairer selection method. The first is by agreement outside the EA process and the second as an EA claim. There will be stiff opposition from the airline for any change but ultimately, we may be able to get there.

With a shifting licencing system come shifting member views. We thank those who participated in this survey as it helps the Executive understand what members want and how we need to represent you in future discussions with the airline.

External Training



It came as a surprise to us but more than half the LAMEs at Qantas have purchased external training.

Mechanical



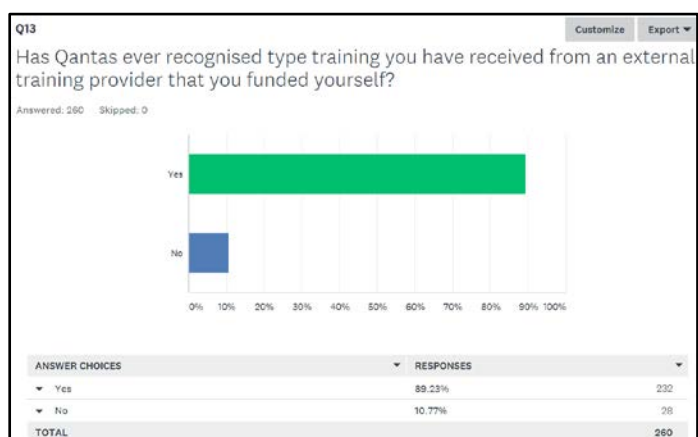
Avionic



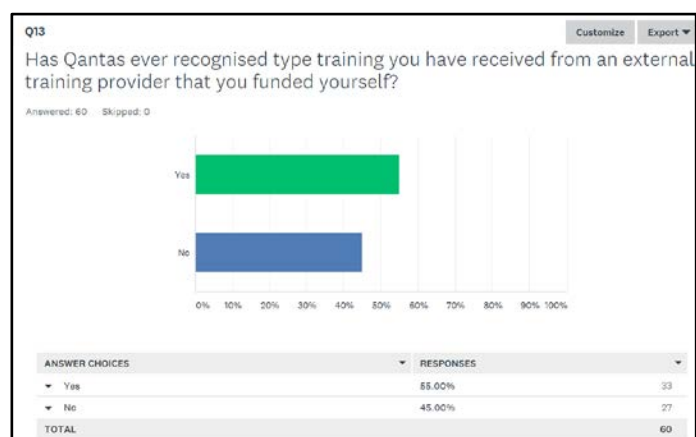
B1 LAMs are far more likely to seek training outside the company with 63% doing so. Only 30% of B2 LAMs have completed external training. This may be through lack of internal training opportunities for B1 LAMs or a general resistance of Avionic LAMs to purchase courses.

The answer however may lie in the charts below. 89% of Mechanical LAMs who have purchased a course have had it recognised by Qantas and only 55% of Avionic LAMs have. We leave it to readers to work out why that may be.

Mechanical



Avionic



Even with half the membership purchasing outside training, some members feel strongly that this should not be allowed –

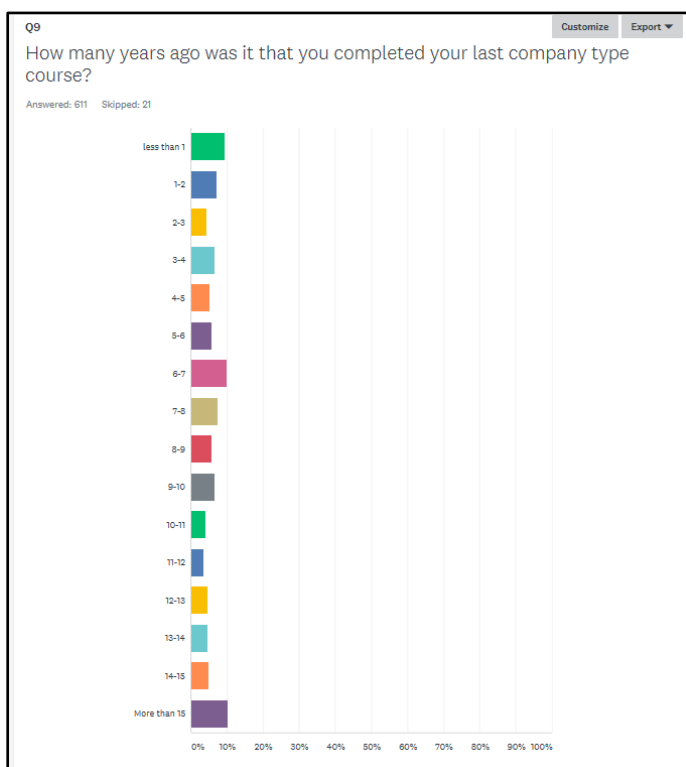
- *Ban it. Not everyone has the time and money to pay for an external course.*
- *External training should be eliminated. It is unfair as those who have the money can attain it while those who don't are disadvantaged.*
- *External training is elitist and disadvantages anyone unable to spare the time or money to undertake it.*
- *External training should be abolished.*
- *All courses should be done internally*
- *External training allows license collectors to collect, without the necessary prac training or confidence to back it up. This creates extra work for the remainder of us as at times, these guys can be way out of their depth*
- *It should be strongly discouraged by the association. Training ourselves is a race to the bottom.*

Waiting for Training

Getting a fair share of training is important. Recently through surveys and other mechanisms, the ALAEA has received numerous complaints about Avionic LAMEs being forgotten in the new EASA system.

- *The alaea is very proactive in promoting b1 exclusion removals with courses when will the alea be running a b1 course for the b2 (only in the interest of fairness of course) the ALAEA need to make a decision you cant shun a 1/3 of the members from the event then actively promoting the other 2/3 of the membership to partake in roles that were traditionally the roles of the others train all or keep out of it .*
- *LACK OF OPPORTUNITIES & UNION SUPPORT FOR B2-B1 EXCLUSION TRAINING. IT IS VERGING ON DISCRIMINATORY ACTION FROM BOTH UNION AND COMPANY IN REGARDS TO THIS ISSUE.*
- *You will end up with the ETU again if you allow greasers to take all the avionics cert rights with no cross training*
- *Have the union stop inhibiting the B2 ability to trade. It is not the unions place to allow mechanics to be upskilled & even provide the training & actively restrict any upskilling of avionics members. Represent all members not just the mechanical trades which seems to have been going on for ever. A better deal for all is supposed to be the intent of any union!!*
- *By listening more to avionics and mechanical members concerns. As always it's lately been completely concerned with mechanical lames progression rather than all members as a whole. The company has been handing out free training to mechanical members to become full b1s, avionics haven't gotten anything, and to make matters worse, the union has supported the company in not allowing b2s to pick up b1 qualifications, even though most b2s have had b1 basics for years, the union has supported spoon feeding the mechanical members electrical fundamentals, basically another trade for free.*
- *Sort out issues on B2 training rather than shitting on the B2 guys to train up B1's. The ALAEA has let them down and most B2's are over it. Or start up another union who can look after the B2 LAME, there never has been one.*
- *Push the case for B2's more aggressively.*

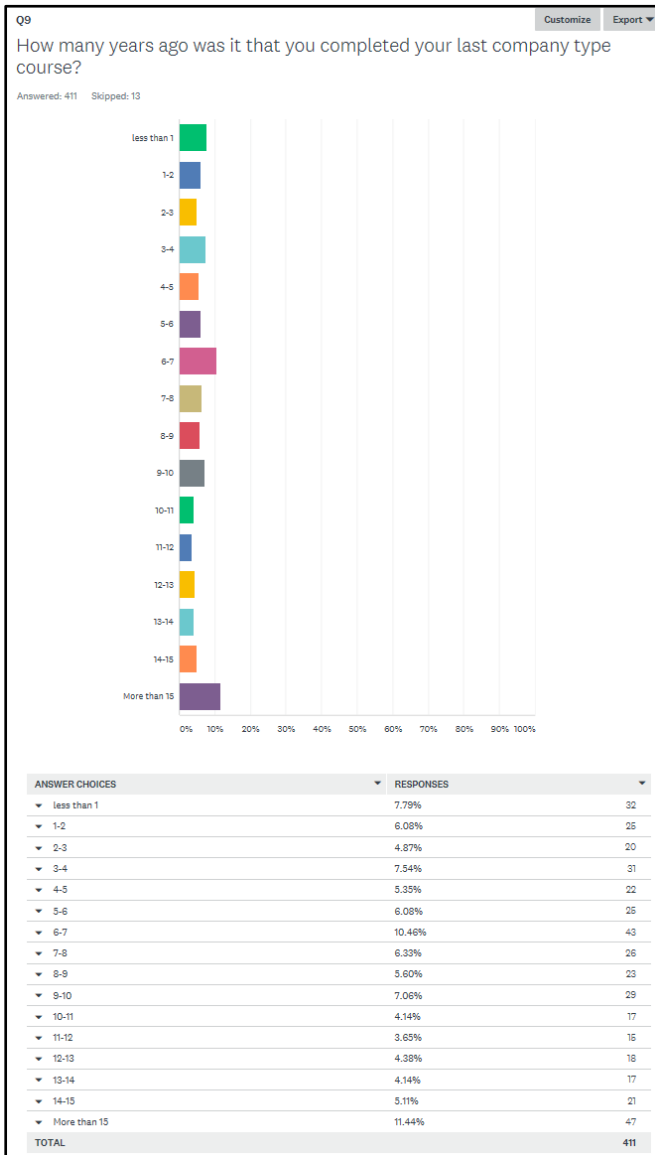
Where the training goes has always been a company decision. This idea of the Association being in part to blame for a lack of B2 training is misplaced and the survey results may surprise some who feel they aren't being represented. B2 LAMEs are still being trained more often than B1 LAMEs.



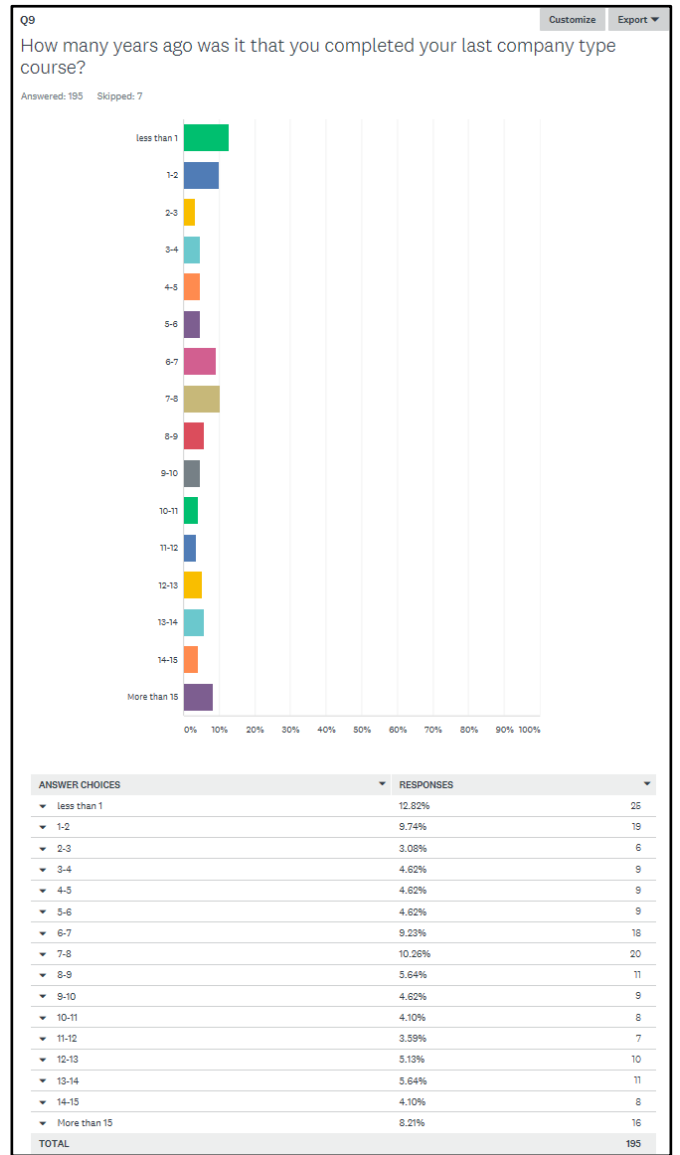
ANSWER CHOICES	RESPONSES
less than 1	9.33% 57
1-2	7.20% 44
2-3	4.42% 27
3-4	6.71% 41
4-5	5.24% 32
5-6	5.56% 34
6-7	9.98% 61
7-8	7.53% 46
8-9	5.73% 35
9-10	6.38% 39
10-11	4.09% 25
11-12	3.60% 22
12-13	4.58% 28
13-14	4.58% 28
14-15	4.75% 29
More than 15	10.31% 63
TOTAL	611

The average time each LAME has waited since their previous course is 8.2 years.

Mechanical



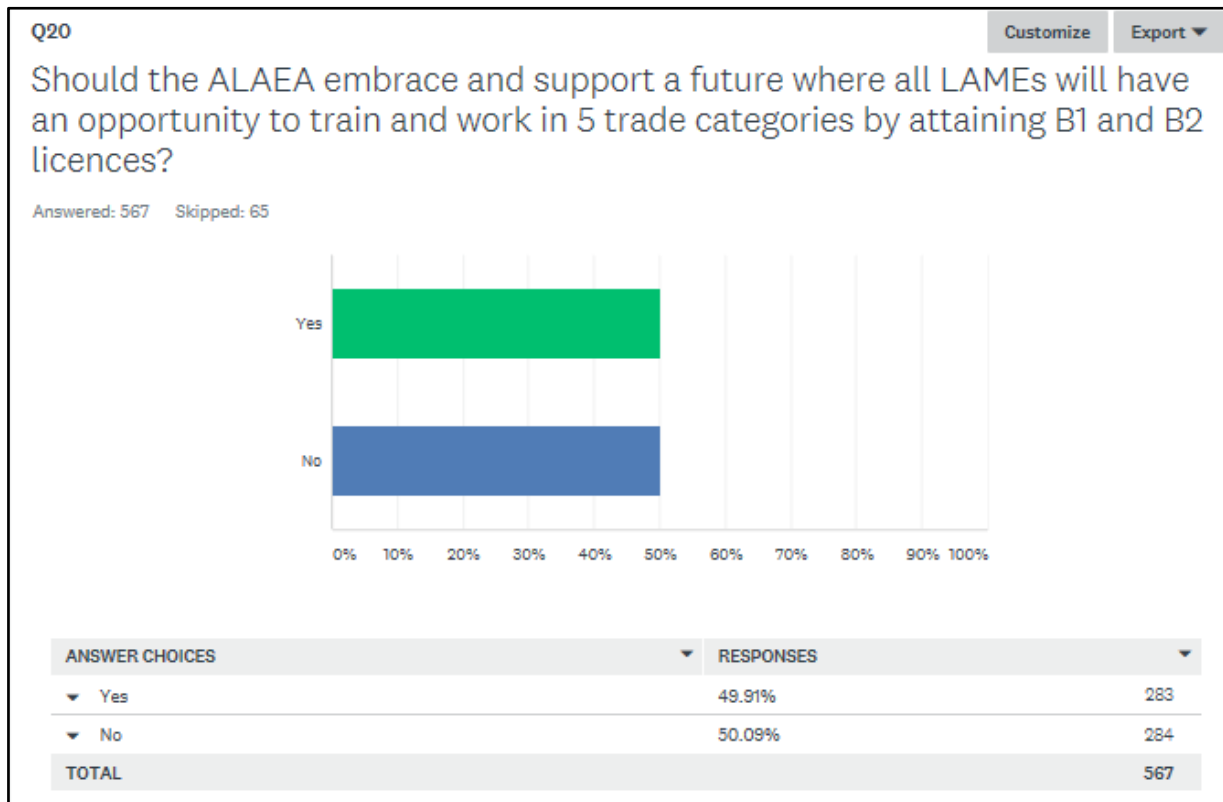
Avionic



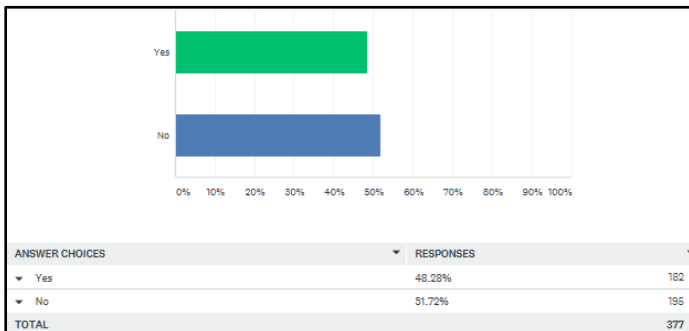
Average Wait for Training					
	Mechanical		Avionic		
1	32	32	25	25	
2	25	50	19	38	
3	20	60	6	18	
4	31	124	9	36	
5	22	110	9	45	
6	25	150	9	54	
7	43	301	18	126	
8	26	208	20	160	
9	23	207	11	99	
10	29	290	9	90	
11	17	187	8	88	
12	15	180	7	84	
13	18	234	10	130	
14	17	238	11	154	
15	21	315	8	120	
16	47	752	16	256	
	411	3438	195	1523	
	Mechanical		Avionic		
Ave wait		8.4		7.8	
Last 3 yrs	77	18.7%	50	25.6%	
Last 5 yrs	130	31.6%	68	34.9%	

- B1 LAMEs are waiting on average 8.4 years between courses.
- B2 LAMEs are waiting on average 7.8 years between courses.
- In the previous 3 years, 18.7% of B1 LAMEs have been internally trained.
- In the previous 3 years, 25.6% of B2 LAMEs have been internally trained.
- In the previous 5 years, 31.6% of B1 LAMEs have been internally trained.
- In the previous 5 years 34.9% of B2 LAMEs have been internally trained.

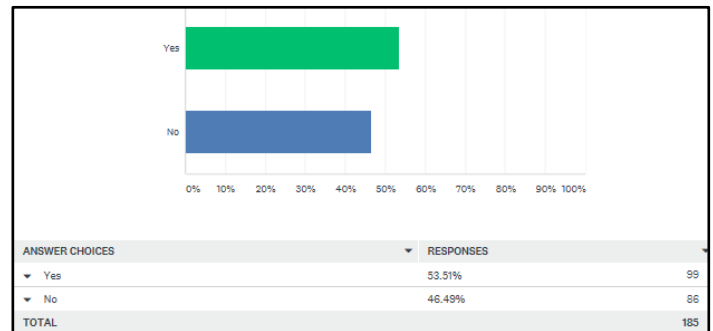
Embracing 5 Cat LAMEs



Mechanical

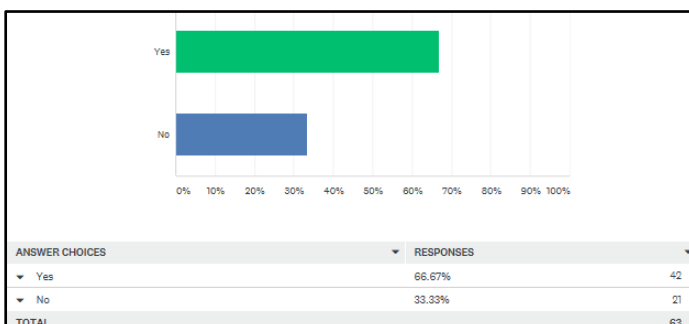


Avionic



This question was clearly a close call. One vote extra sits in favour of us not supporting 5 Cat LAMEs. The ALAEA Executive generally do not think we should move to super LAMEs but we can hardly call this a mandate from the members. The B2 versus B1 result for the same question was also close.

Sydney International



The strongest section in support of 5 Cat LAMEs was Sydney International Terminal.

External Cross Training EA Clause

There has been a lot of debate about clause 35.2 in recent times. It has been in the EA/EBAs since 1997 and was put there by agreement of both parties for a reason. Both Qantas and the ALAEA did not want open slather expansion into the opposite trade stream. Here is the actual clause –

35.2 Future external training shall only be recognised on the following terms:

35.2.1 Prior approval (for pay recognition purposes) of the training by the relevant manager on the basis of future operational use in that area.

35.2.2 Training is within the LAMEs trade stream.

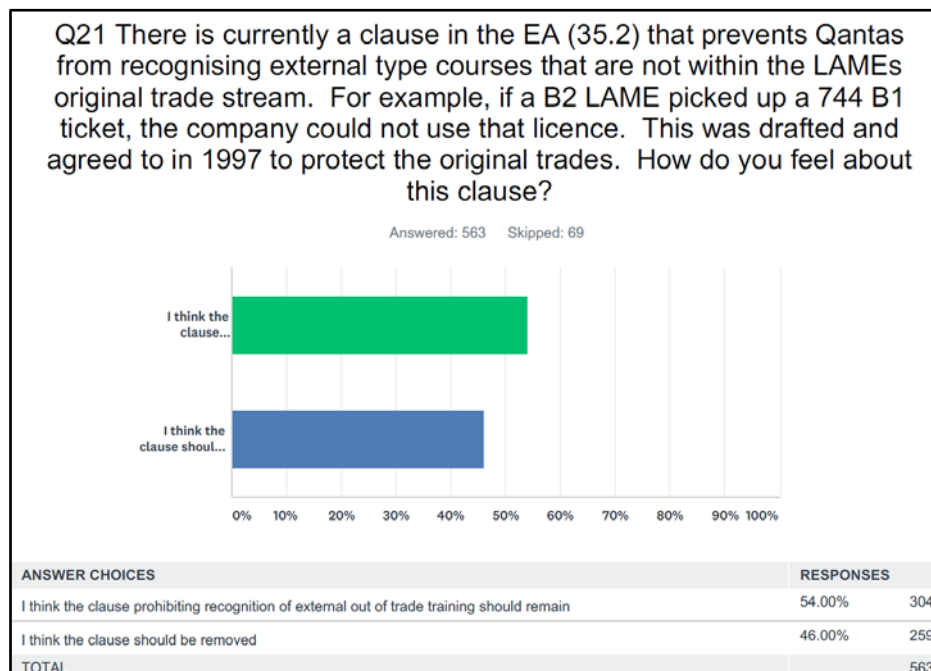
35.2.3 Training is undertaken at the LAME's own expense and time.

Qantas has been misrepresenting the ALAEA position on clause 35.2 by advising LAMEs that they cannot sit company courses in the opposite trade because their Basics or Fundamentals were acquired externally. This is not the case nor was it the intention of the clause when it was first drafted. The word “Training” within this clause is confined to Type training and does not apply to Basics or Fundamentals. Fundamentals weren’t even around when the clause was designed.

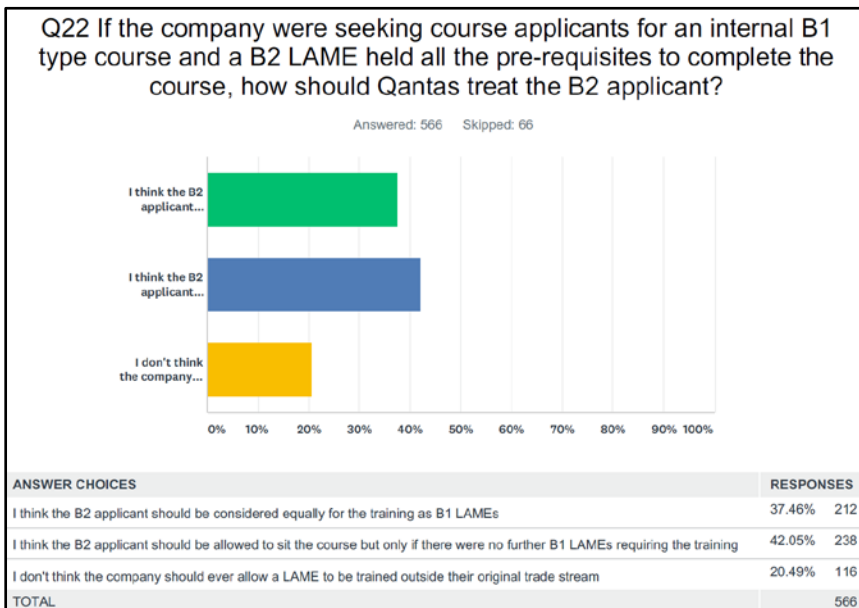
To make the ALAEA position clear to members, this clause in its current form does not prevent either of the following:

- A B2 LAME studying B1 Fundamentals externally and then sitting an internal B1 type course or the B1 exams in conjunction with a B2 course they are already sitting.
- A B1 LAME studying external B2 components necessary to sit an internal B2 type course or the B2 exams in conjunction with a B1 course they are already sitting.

The clause prohibits Qantas from recognising an external type course if it was undertaken in the opposite trade. We hope this explanation will come as some relief to B2 LAMEs wondering why they cannot attain a B1 outcome whilst sitting company courses. Having the open slather, buy as many courses as you like in the opposite trade stream system seems to be a step too far for members to accept. Most members (54%) do not want the clause changed, a position the ALAEA supports.



B2's Doing Internal B1 Courses

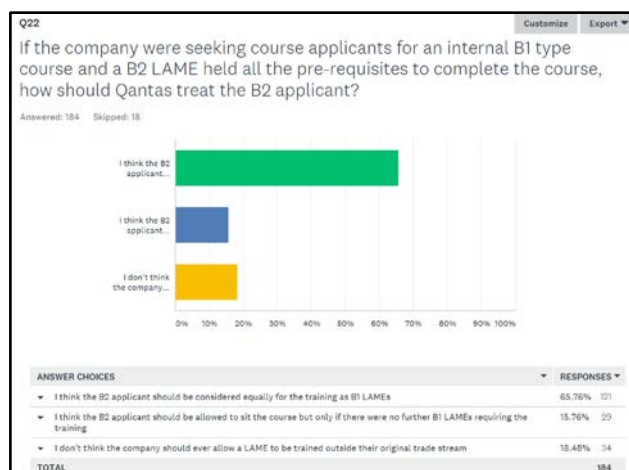


This question was worded for the case of B2s seeking to sit internal B1 courses because this is currently where the most interest sits however the same principle can be applied for those seeking to train in the opposite direction.

20% of members are completely against cross training. 37% say the B2 LAME, if qualified, should be treated equally if a B1 course is available but the strongest response was for a B2 LAME to be able to sit a B1 course only after the Mechanical LAMEs have been trained up themselves.

No surprises but 66% of Avionic LAMEs think they should be considered equal if they would like to apply for a B1 course. Only 25% of Mechanical LAMEs agree.

From this divided feedback from members, the ALAEA must develop a position. It does not mean we are favouring one group over another (and there are 3 groups here), we must take the wishes of all into account.



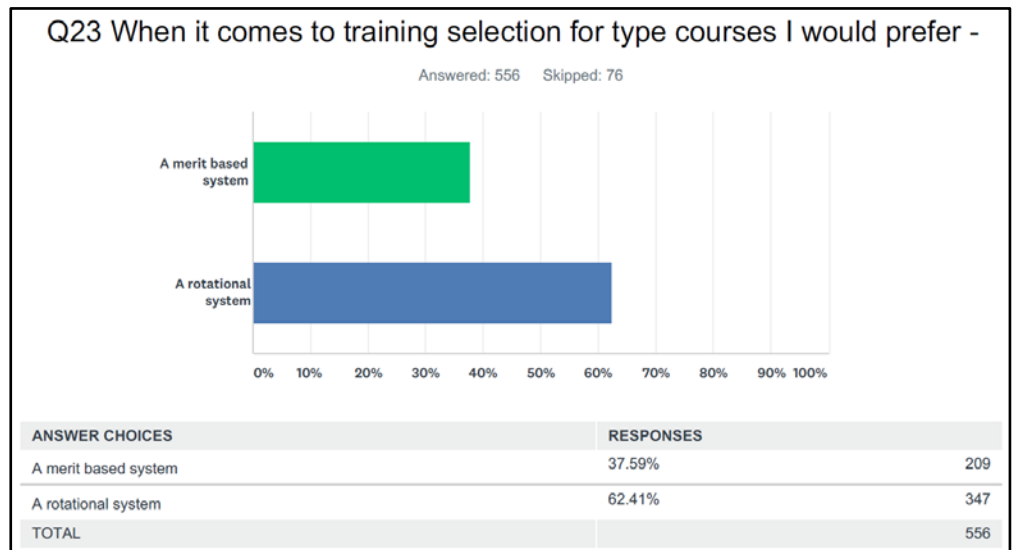
ALAEA Policy Position Based on this Feedback

This question, the 35.2 question and a general split between the acceptance of a 5 Cat system or otherwise when coupled with the current EA provisions and a possible changed system require a policy position. It will be –

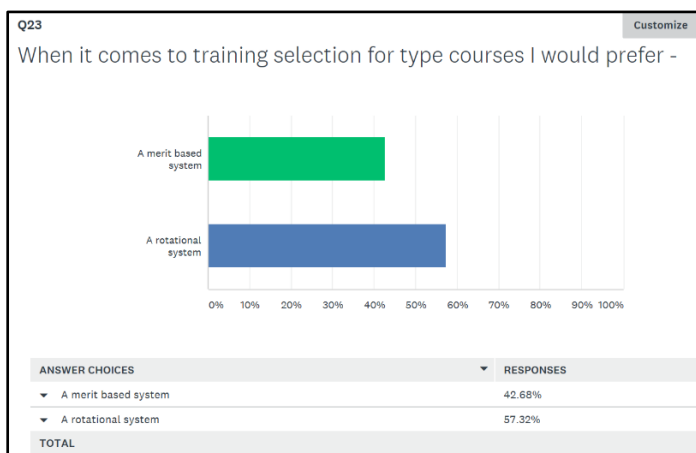
- **A B1 or B2 LAME should be considered first for internal training on a slot designated to their trade stream.**
- **A B1 or B2 LAME should be able to sit the exams to acquire licences in the opposite stream if they are already sitting the course on a slot designated to their original trade.**
- **Qantas does not need to automatically recognise licences acquired by LAMEs who elect to sit the exams and/or experience training in the opposite trade stream on internal courses.**
- **If Qantas does utilise a licence acquired in the opposite trade stream from an internal course, they must pay the appropriate rates for the licence in accordance with the Enterprise Agreement.**
- **Qantas can not recognise out of trade Type Courses acquired externally.**

Merit or Rotational Systems

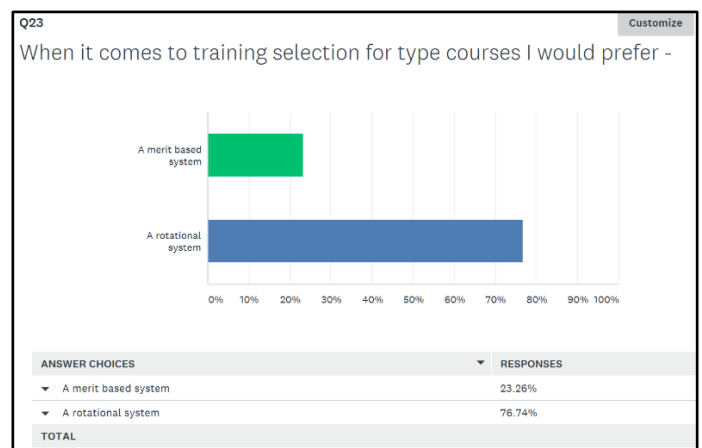
This question has been asked across several surveys and the result is always the same. Members prefer a wait your turn selection system.



LAMEs trained in previous 4 years



LAMEs not trained in 12 years



LAMEs who have currently been waiting a long time for a course are far more inclined to support a time since training rotational system but those recently trained also think it the fairest method. It also shows how many members answer questions based on how a result may affect them as opposed to what is best for the collective.

The biggest concern for those opposed to rotational systems is the course going to the lazy bloke who sits in the smoko room and never helps. Comments such as this are common –

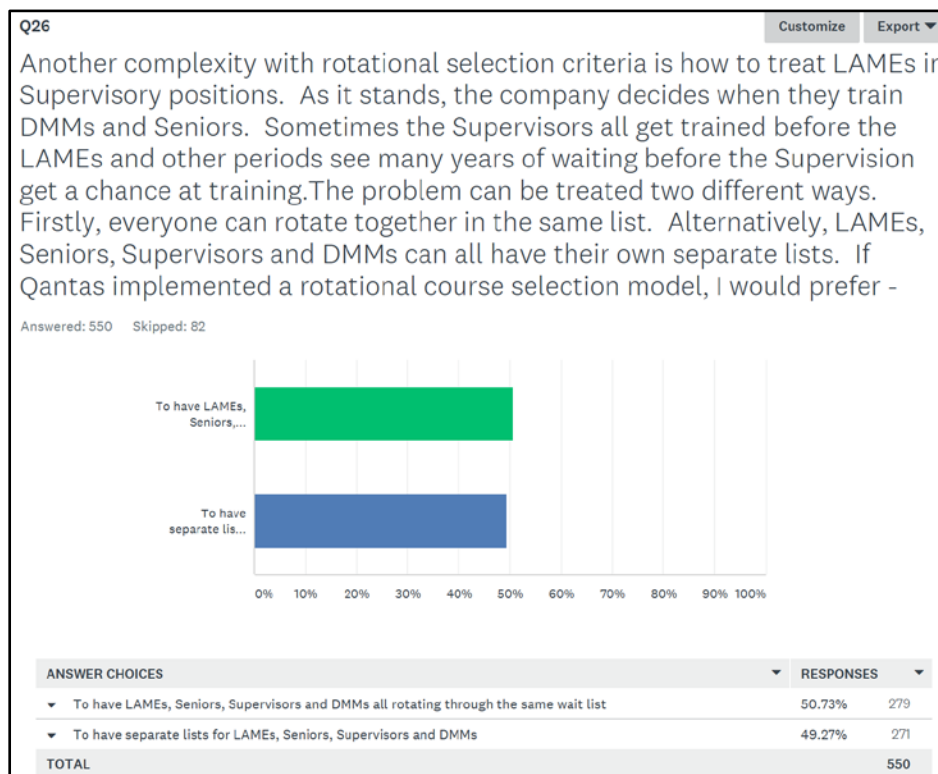
- *There should a combined merit and rotational system, just rotational will produce lazy people who know they will progress with the barre minimum effort.*

For those concerned with the non-performer getting trained it should be noted that all rotational selection systems contain a mechanism to deal with performance that allows someone to be temporarily taken out of the system until they improve their game. Your underperformance should not come as a surprise each time you miss training and see you were marked poorly. Here is the non-performance clause from the Virgin Enterprise Agreement –

Where a Team Member is subject to performance management (including disciplinary action within the last 12 months) they shall not be eligible to participate in company provided training, but will retain their position on the selection list until notified by Virgin Tech that they are no longer subject to such performance management;

Training for those in Supervisory Roles

It has often been a point of conjecture – why are Supervisors trained? Whilst the troops wonder why when they themselves do a majority of the certification, the Supervisors themselves want training too. All groups are members.



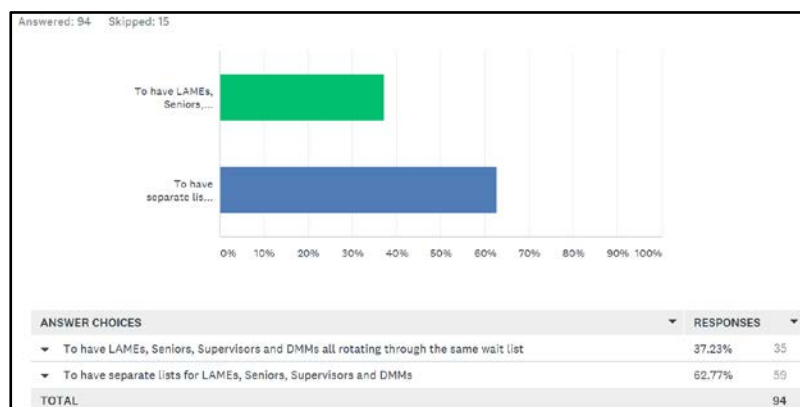
Another very close result which indicates slightly in favour of training to be split equally between Troopers and Officers. This will be the ALAEA preferred position noting that under the current EA provisions, the company will generally decide how training gets allocated.

At Virgin training allocation is equally split and we have not received any complaints about this method.

The question itself was added to the survey on the suggestion of a Senior LAME who advised that the company had decided to only train LAMEs in his department. It sounded unfair but when only the responses of those in Senior LAME and above roles were considered in this survey, most would like the allocation of courses split.

This view is obviously not shared by LAMEs who feel that the Supervisors already have enough say in training.

Seniors and above only

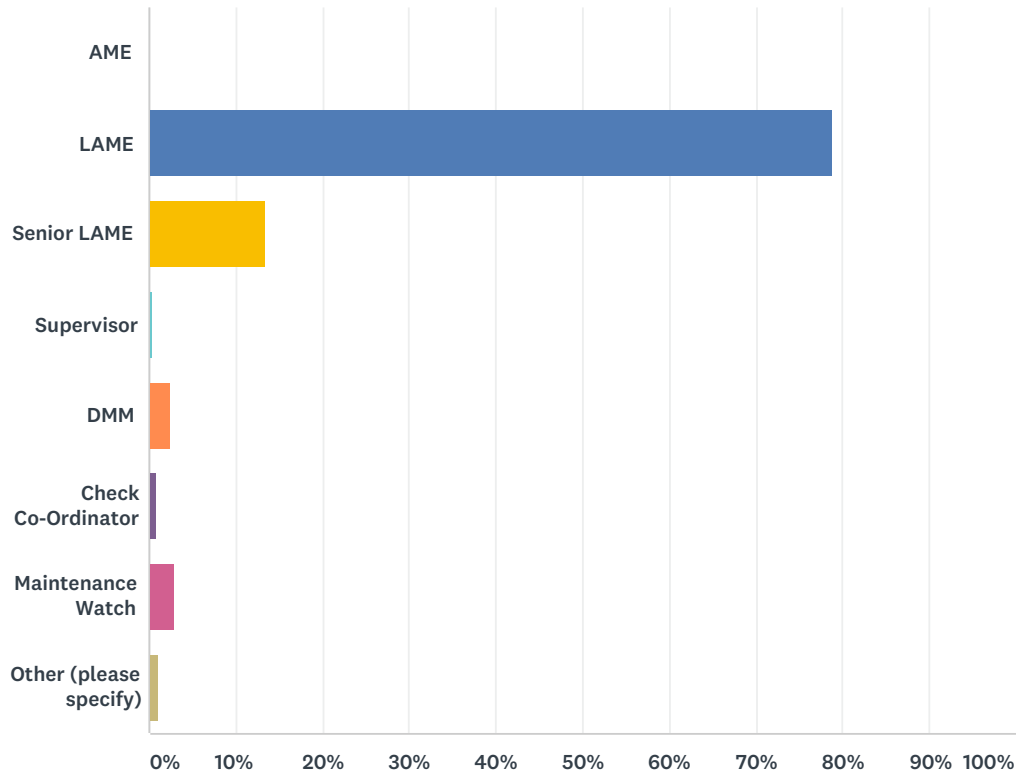


We have another concern with training of Supervisors based on recent occurrences where the members had been told they must vacate their Supervisor roles if they wanted to undertake training. The ALAEA does not support conditional training only for those who accept demotions. The current EA and relevant laws make it difficult to tackle however we will be mindful in the development of any new selection criteria that demotion should not be a condition of training.

This ends the Executive summary of the Wage Structure/Training Survey. The full results of each question are attached on the following pages.

Q1 My usual position when not acting up is -

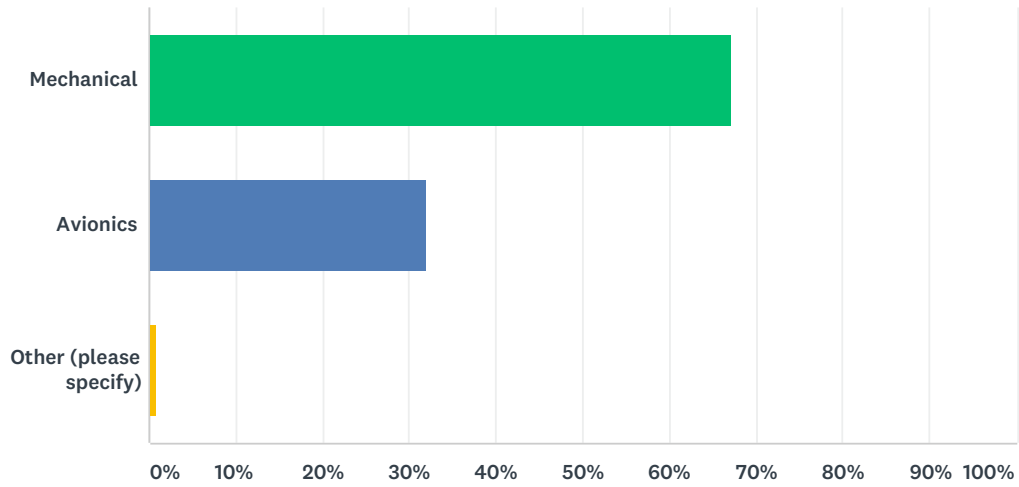
Answered: 631 Skipped: 1



ANSWER CHOICES	RESPONSES	
AME	0.00%	0
LAME	78.92%	498
Senior LAME	13.47%	85
Supervisor	0.48%	3
DMM	2.54%	16
Check Co-Ordinator	0.79%	5
Maintenance Watch	2.85%	18
Other (please specify)	0.95%	6
TOTAL		631

Q2 My original trade was -

Answered: 631 Skipped: 1



ANSWER CHOICES	RESPONSES	
Mechanical	67.19%	424
Avionics	32.01%	202
Other (please specify)	0.79%	5
TOTAL		631

Q3 My usual section is -

Answered: 631 Skipped: 1

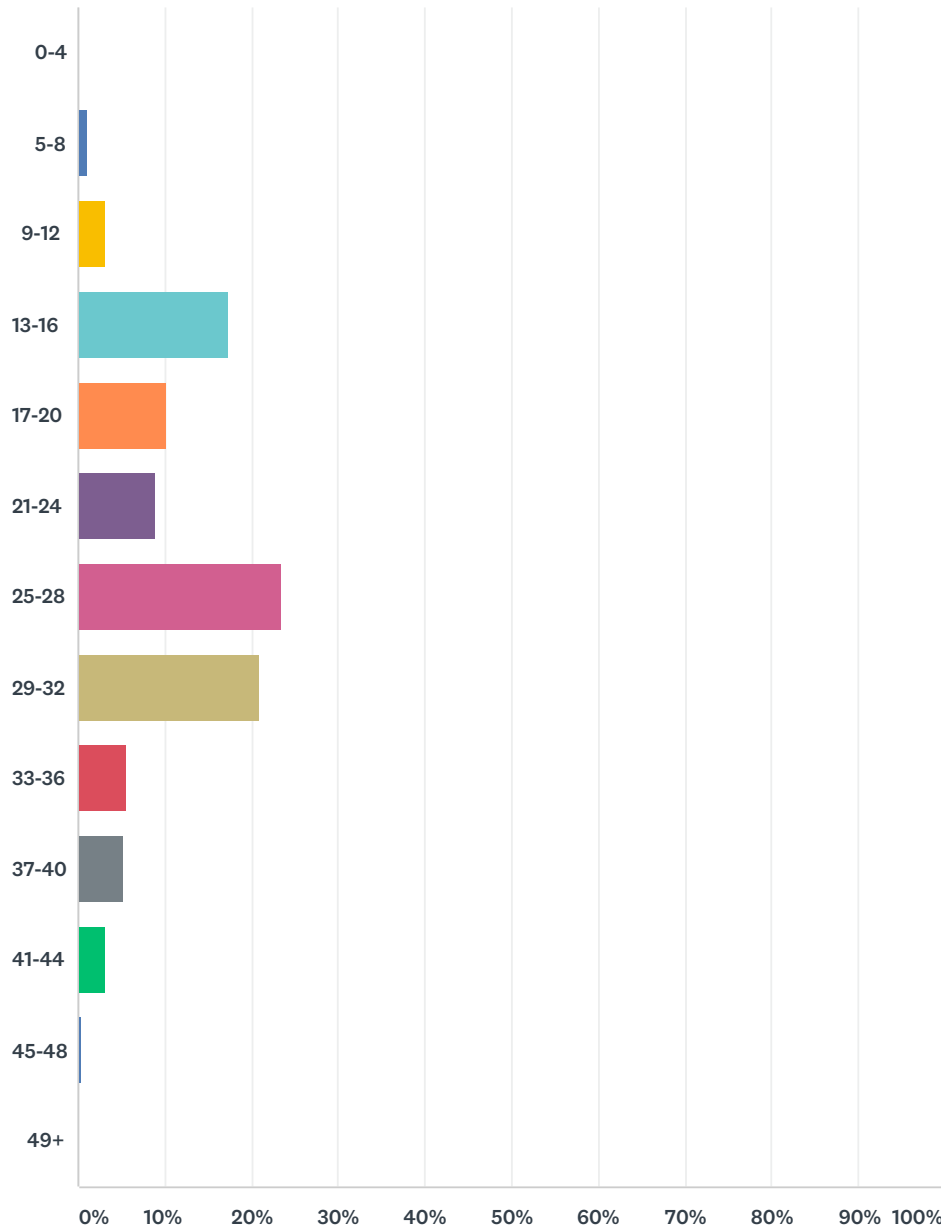


Qantas Pay Structure/Training survey

Cairns	0.79%	5
Townsville	0.32%	2
Brisbane Line	11.57%	73
Brisbane Heavy	9.83%	62
Sydney SAM	20.29%	128
Sydney Cabin	3.01%	19
Sydney 380	4.44%	28
Sydney Domestic	4.60%	29
Sydney International	10.94%	69
Sydney MOC/MW	2.85%	18
Canberra	0.95%	6
Melbourne	13.63%	86
Adelaide	5.71%	36
Perth	9.67%	61
Darwin	0.79%	5
Los Angeles	0.16%	1
Other (please specify)	0.48%	3
TOTAL		631

Q4 The number of years of continual service I have with Qantas is -

Answered: 630 Skipped: 2



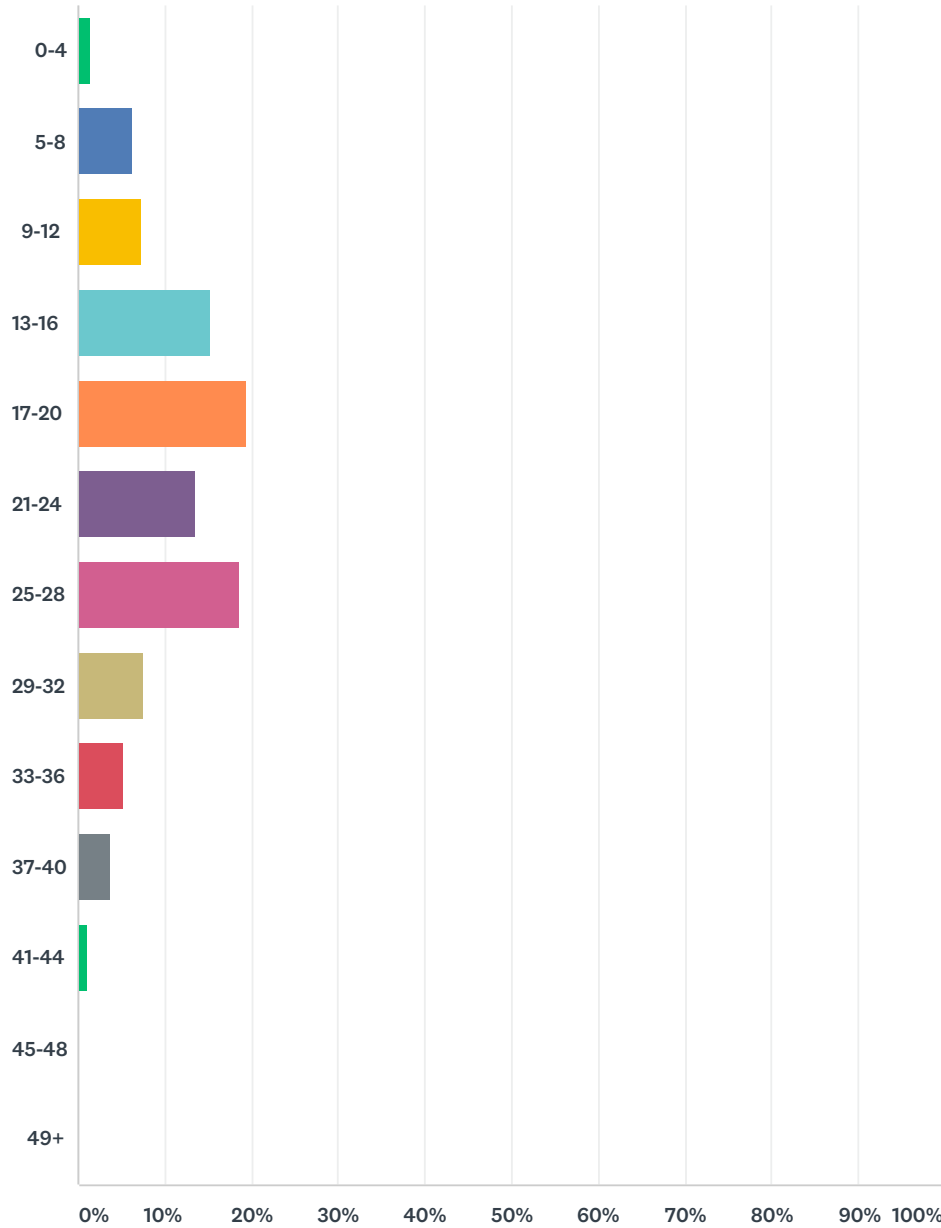
ANSWER CHOICES	RESPONSES	
0-4	0.00%	0
5-8	1.11%	7
9-12	3.17%	20
13-16	17.46%	110
17-20	10.16%	64
21-24	9.05%	57

Qantas Pay Structure/Training survey

25-28	23.49%	148
29-32	20.95%	132
33-36	5.71%	36
37-40	5.24%	33
41-44	3.17%	20
45-48	0.32%	2
49+	0.16%	1
TOTAL		630

Q5 The number of years I have been employed as a LAME is -

Answered: 630 Skipped: 2



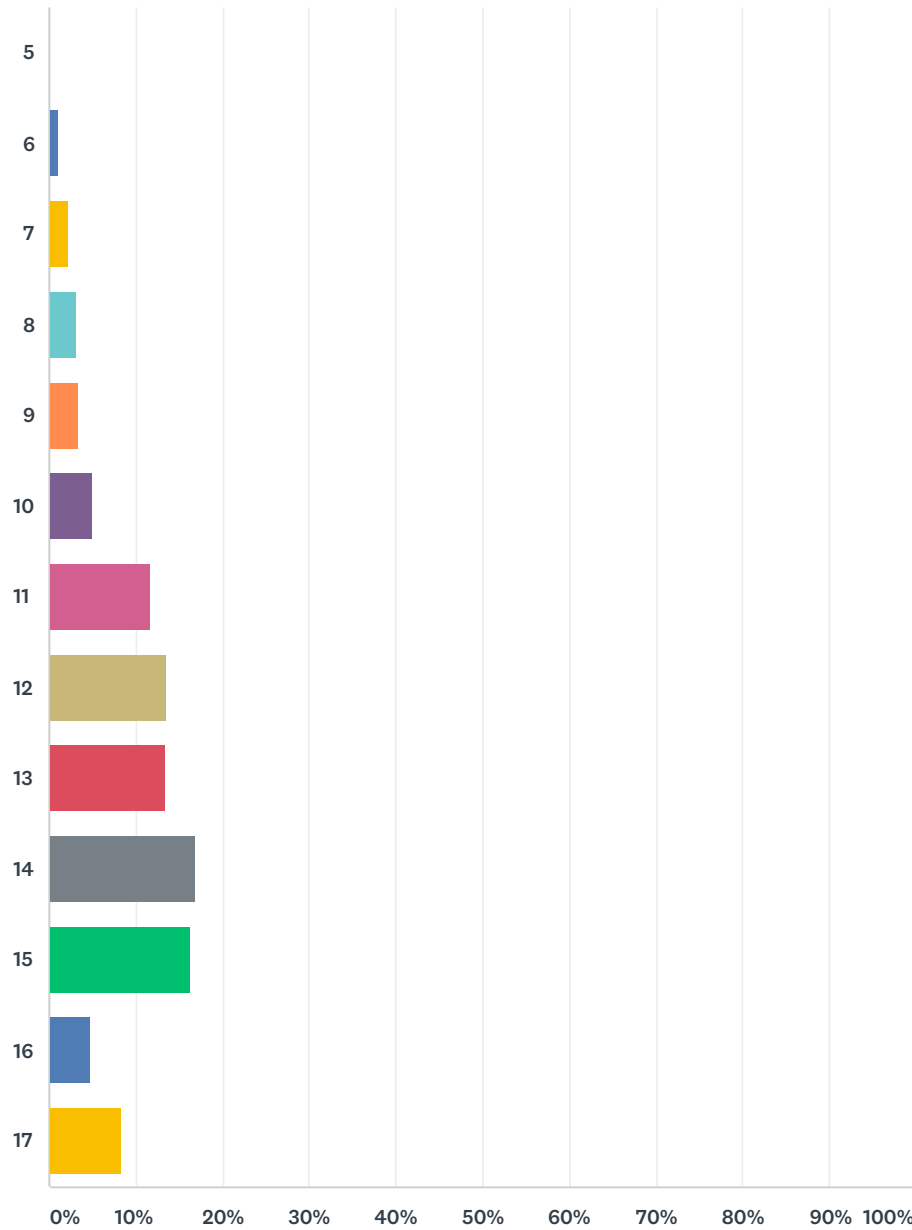
ANSWER CHOICES	RESPONSES	
0-4	1.43%	9
5-8	6.35%	40
9-12	7.30%	46
13-16	15.24%	96
17-20	19.37%	122
21-24	13.65%	86

Qantas Pay Structure/Training survey

25-28	18.57%	117
29-32	7.62%	48
33-36	5.24%	33
37-40	3.81%	24
41-44	1.11%	7
45-48	0.16%	1
49+	0.16%	1
TOTAL		630

Q6 What is your current LAME pay level

Answered: 616 Skipped: 16



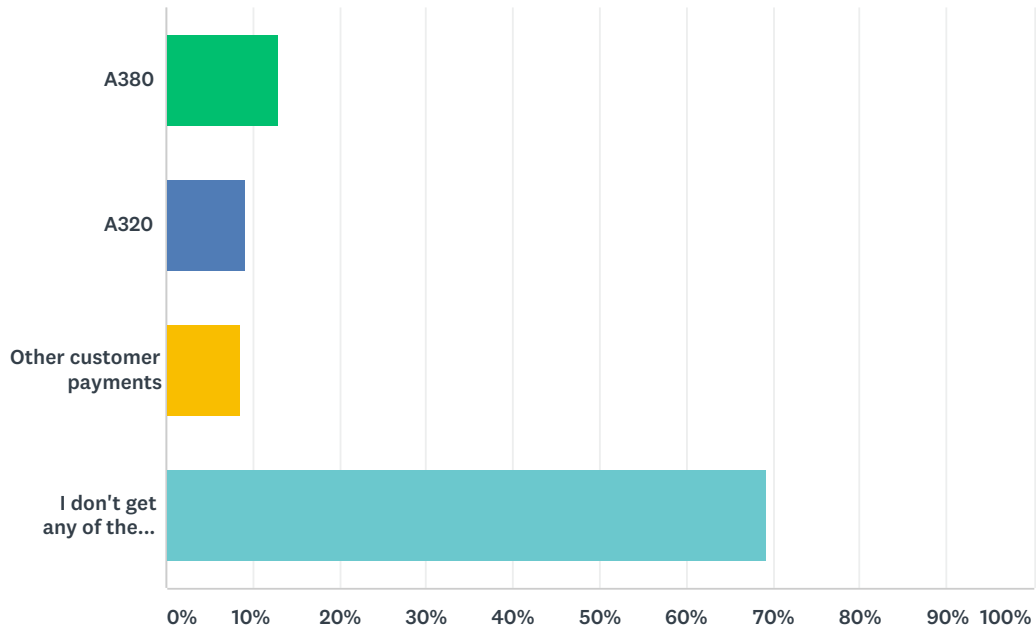
ANSWER CHOICES	RESPONSES	
5	0.16%	1
6	1.14%	7
7	2.27%	14
8	3.08%	19
9	3.25%	20
10	5.03%	31

Qantas Pay Structure/Training survey

11	11.69%	72
12	13.64%	84
13	13.31%	82
14	17.05%	105
15	16.40%	101
16	4.71%	29
17	8.28%	51
TOTAL		616

Q7 I also receive payments for the following licences -

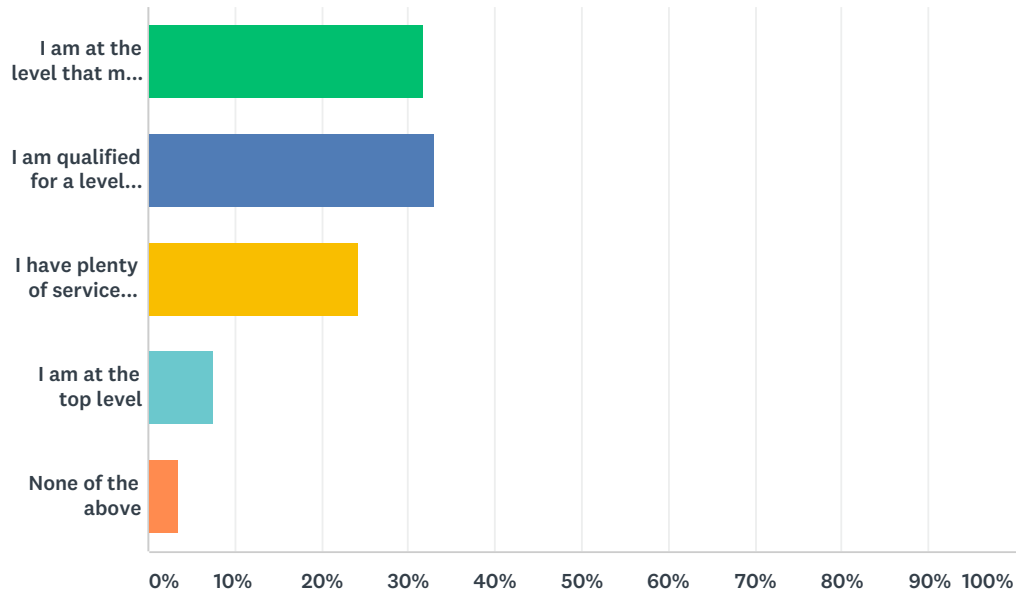
Answered: 601 Skipped: 31



ANSWER CHOICES	RESPONSES	
A380	12.98%	78
A320	9.15%	55
Other customer payments	8.65%	52
I don't get any of the above payments	69.22%	416
TOTAL		601

Q8 Which of the following statements best describes your status within the pay system-

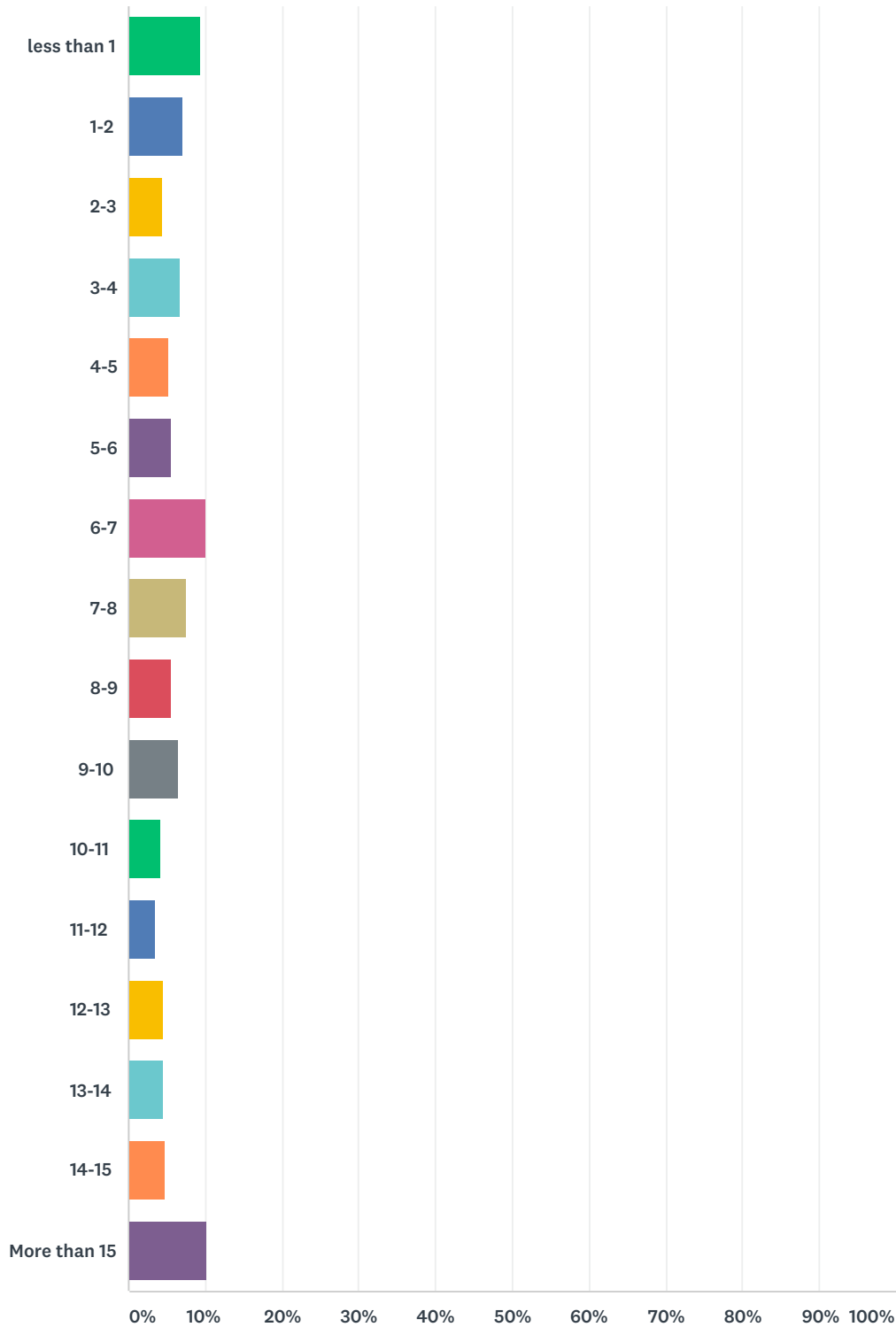
Answered: 619 Skipped: 13



ANSWER CHOICES	RESPONSES	
I am at the level that my service and training allows	31.83%	197
I am qualified for a level increase but am stuck due to quotas	32.96%	204
I have plenty of service points but need a new aircraft type course to progress	24.23%	150
I am at the top level	7.43%	46
None of the above	3.55%	22
TOTAL		619

Q9 How many years ago was it that you completed your last company type course?

Answered: 611 Skipped: 21



ANSWER CHOICES

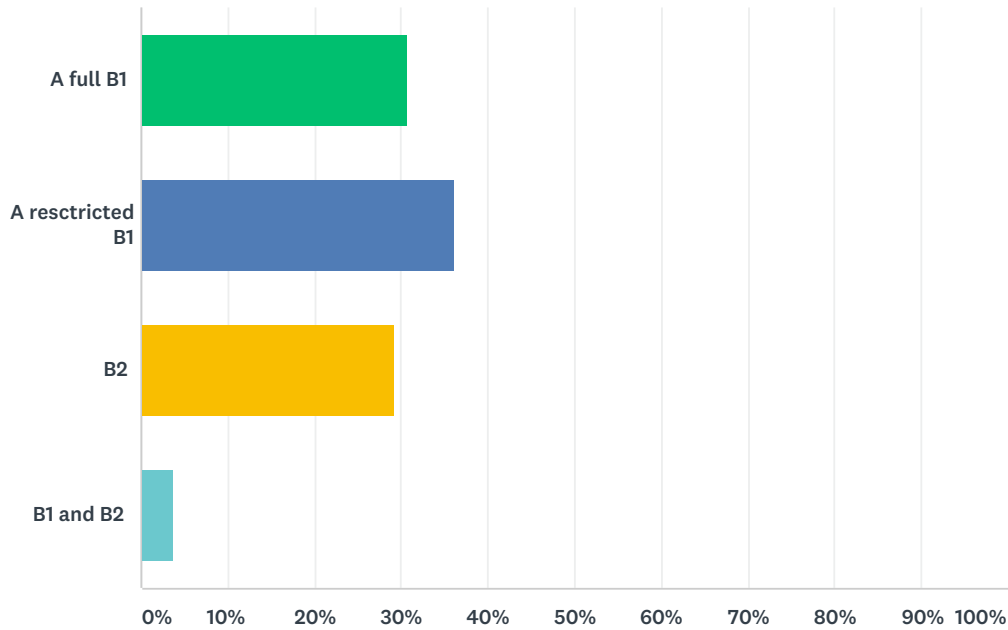
RESPONSES

Qantas Pay Structure/Training survey

less than 1	9.33%	57
1-2	7.20%	44
2-3	4.42%	27
3-4	6.71%	41
4-5	5.24%	32
5-6	5.56%	34
6-7	9.98%	61
7-8	7.53%	46
8-9	5.73%	35
9-10	6.38%	39
10-11	4.09%	25
11-12	3.60%	22
12-13	4.58%	28
13-14	4.58%	28
14-15	4.75%	29
More than 15	10.31%	63
TOTAL		611

Q10 I am currently being recognised by Qantas as -

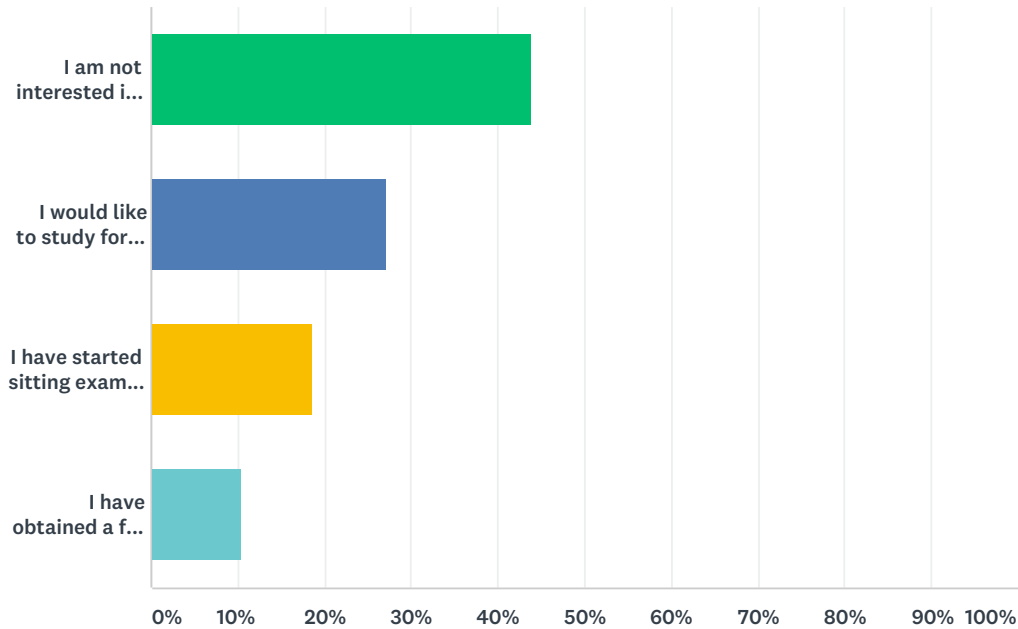
Answered: 613 Skipped: 19



ANSWER CHOICES	RESPONSES	
A full B1	30.83%	189
A restricted B1	36.22%	222
B2	29.20%	179
B1 and B2	3.75%	23
TOTAL		613

Q11 Which best describes your situation (please note that Full B1 is not considered training in the other trade stream) -

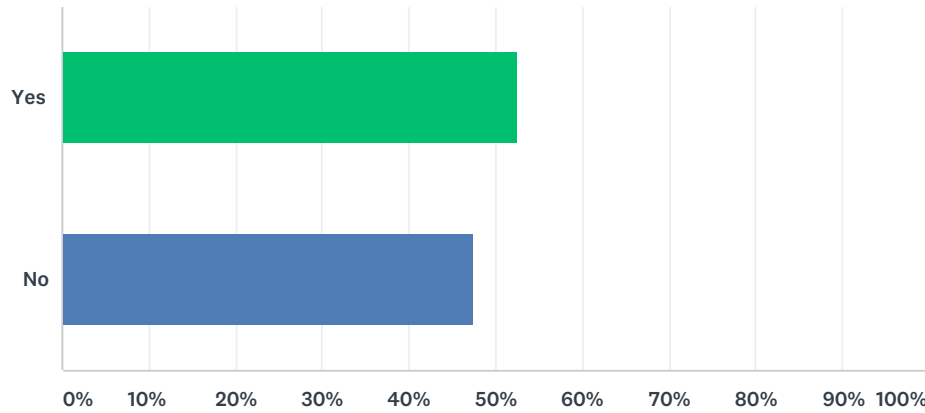
Answered: 609 Skipped: 23



ANSWER CHOICES	RESPONSES	
I am not interested in obtaining a full aircraft type licence in the opposite trade stream	43.84%	267
I would like to study for a licence in the opposite trade stream but haven't commenced yet	27.09%	165
I have started sitting exams (including fundamental or Basics) so I can obtain a full aircraft type licence in the opposite trade stream	18.56%	113
I have obtained a full aircraft type licence in the opposite trade stream	10.51%	64
TOTAL		609

Q12 Have you ever purchased type training from an external training provider?

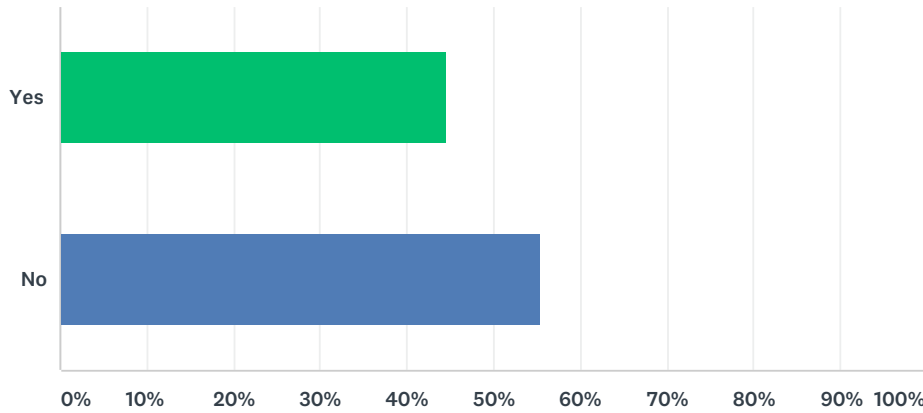
Answered: 614 Skipped: 18



ANSWER CHOICES	RESPONSES	
Yes	52.44%	322
No	47.56%	292
TOTAL		614

Q13 Has Qantas ever recognised type training you have received from an external training provider that you funded yourself?

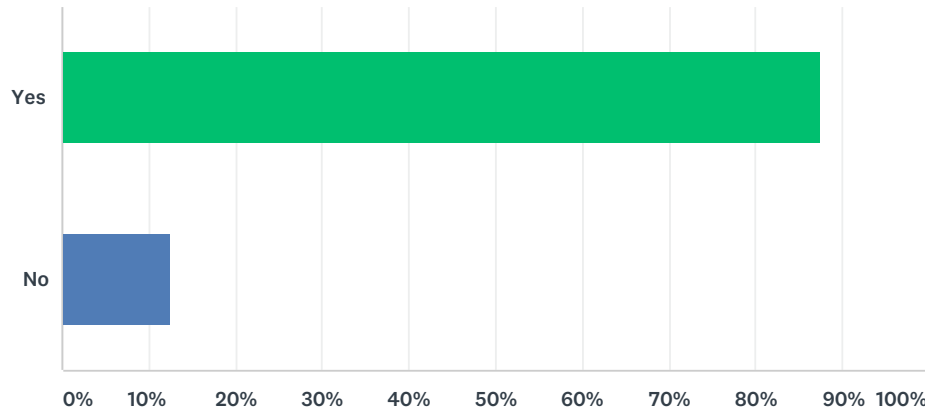
Answered: 604 Skipped: 28



ANSWER CHOICES	RESPONSES	
Yes	44.54%	269
No	55.46%	335
TOTAL		604

Q14 Do you think we should consider a change to the LAME pay structure?

Answered: 580 Skipped: 52



ANSWER CHOICES	RESPONSES	
Yes	87.41%	507
No	12.59%	73
TOTAL		580

Q15 In your words....what faults do you think exist with the current system?

Answered: 469 Skipped: 163

#	RESPONSES	DATE
1	Not knowing were you sit in the wait list for the next level jump.	12/24/2017 7:35 AM
2	Everyone bottle necks at the higher levels.	12/23/2017 6:33 PM
3	Quota restrictions with service points	12/23/2017 6:03 PM
4	Changes to the pay system always seem to be more beneficial to staff in the higher levels. Training selection should be based on years of service/times trained. This would even out the training across all LAMES. The current system allows someone who was lucky enough to be trained shortly after finishing their apprenticeship to be trained for a second or even third time before someone who spent 10 or 15 years as an AME gets a second licence.	12/23/2017 5:35 PM
5	It creates bottlenecks which then turn into freeway pileups. The older experienced guys stagnate while younger guys initially progress smoothly. The company has full control. Not transparent. Possibly limiting people to 10 years between licence course and no progression through service points.	12/23/2017 5:23 PM
6	My main issue with the current system is the training selection process which is easy for the matey matey club to select their own mates	12/23/2017 5:10 PM
7	4 service points should allow you to move 1 level up no matter what level and what position you are. Also there should have no limitation of LAMEs on any level.	12/23/2017 5:05 PM
8	Quotas	12/23/2017 4:38 PM
9	Quotas and 6 am start penalties	12/23/2017 4:35 PM
10	Not able to move up a grade in the structure.	12/23/2017 4:27 PM
11	No accounting for subsequent full B1 licences, Cross trade qualifications not being paid properly, Quota's, no transparency, too complicated.	12/23/2017 4:01 PM
12	Quotas.	12/23/2017 3:42 PM
13	External training forces the company to exclude individuals from company training which is unfair. Quotas are stopping progress	12/23/2017 3:38 PM
14	Luckily for me it hasn't been too bad.	12/23/2017 3:14 PM
15	The current system restricts LAMEs from progressing due to quotas. Quotas do not encourage LAMEs to better themselves and develop themselves. "Whats the point of doing further training. I am not going to get paid anyway. I'm stuck in quotas"	12/23/2017 3:14 PM
16	1. Wage structure leaning heavily on penalties, its more pertinent to move towards a salarised system	12/23/2017 3:05 PM
17	Nil	12/23/2017 2:31 PM
18	Engineers being stuck on a level for extended periods and not being paid for ratings held.	12/23/2017 2:24 PM
19	Stuck because of quota levels It's like everything that's wrong with the joint If you are not in the click you get nothing	12/23/2017 2:16 PM
20	Top level is too high and only available to a small number.	12/23/2017 2:10 PM
21	More recognition for service time	12/23/2017 1:44 PM
22	It has been completely open to abuse and manipulation from both sides, people with same qualifications paid differently.	12/23/2017 1:29 PM

Qantas Pay Structure/Training survey

23	unable to use service points in the upper levels therefore a failure to recognise years of service ,I have only used 1 service point in the 21 yrs of the grading system,and when a new aircraft type comes online due to the blockage no remuneration will be obtained	12/23/2017 1:14 PM
24	Quotas. B1 licence only pays for 1 type. Should be company training for cross training ie B1 to B2 training. If you are sick while on long service leave you can't change it to sick leave. Loss of penalties while on sick leave and long service leave. Taking 8 days long service leave when your shift only goes for 4 days, that essentially only gives you half of your long service leave, what a waste and then it is only at base pay. Securing an aggregate wage would be good as long as overtime is still paid, not expected to work back for base pay or even nothing. No payment for BBJ	12/23/2017 12:40 PM
25	Wage disparity between B2 and full B1.	12/23/2017 12:10 PM
26	Bolt on payments for A380 discriminate against other new type licenced LAMEs who don't receive this payment.	12/23/2017 11:42 AM
27	Quotas. I can't get to 17 even though I have enough service points to go to 20.	12/23/2017 11:23 AM
28	Newer lames with no fault of there own due to Ames not being trained regularly are very limited to pay level progression. 12 at best for the rest of there life.	12/23/2017 9:01 AM
29	Quotas should go so people can move up the pay scale for the the money they deserve due to experience. Points should be awarded for licenses for 3rd party work instead of tail payments only.	12/23/2017 8:22 AM
30	Weighted towards the older lames, new lames not including myself will never see above level 13	12/23/2017 6:53 AM
31	Quota system.	12/22/2017 11:32 PM
32	I currently certify for 3 different aircraft types with 4 possible airframe/engine configurations and am on a lower level than many single type rated LAMEs.	12/22/2017 9:52 PM
33	Quotas.If you are eligible for a grade rise you should receive one	12/22/2017 9:15 PM
34	You will end up with the ETU again if you allow greasers to take all the avionics cert rights with no cross training	12/22/2017 8:24 PM
35	Quota levels topping out:	12/22/2017 7:50 PM
36	The current pay grade system seems to lack fairness with Lames holding equal or more qualifications being paid less than other Lames.	12/22/2017 7:37 PM
37	Quota restrictions	12/22/2017 7:32 PM
38	Quotas	12/22/2017 6:38 PM
39	Not that many faults,the big concern is that negotiating a new pay structure in the current industrial & economic environment would be extremely hazardous. Currently mining eba's which expire are purposely not being renewed by employers so employees revert to the award conditions meaning a 40-60 % drop in pay & conditions. Now is not the time to open ourselves up.	12/22/2017 5:55 PM
40	Quotas. People have gain service points, but are unable to use them because they are locked out. It is a pay structure which is favouring a chosen few who are being given full B1 training and aircraft courses over others who, unless they fork out \$8,000 to \$15,000, are excluded. Exclusion means no course ergo no pay increase.	12/22/2017 5:48 PM
41	Percentage based quotas are further restricting progress as the workforce numbers decrease.	12/22/2017 5:43 PM

Qantas Pay Structure/Training survey

42	<p>1. Our pay is made up of basic pay plus regular fixed items such as average O/T, average shift penalties, EASA recognition, first aid, plus ad-hoc allowances and penalties. The extras in addition to basic pay add up to a significant proportion of our pay. a) The first problem with this is our compulsory super contributions are based on our basic pay only. So we're not paying the full 9.5% of our whole of pay compulsory contribution into super, unless we salary sacrifice. The compounded returns on those additional contributions that should have been made over 40 years previously will be sorely missed at retirement. Many may choose to take that little extra money now rather than salary sacrifice because they either lack the financial literacy to comprehend the magnitude of their decision to not salary sacrifice early in their careers; or they lack the financial discipline to cut their coat to their cloth. Either way, these people will be left vulnerable to insufficient super at retirement. Having our super contributions based on whole of pay instead of basic pay will better provide for employees at retirement. b) Secondly, when trying to secure lending, banks will only take into account 80% of amounts in addition to basic pay, regardless of the fact that average O/T, average shift, and some allowances are enshrined in an EA and paid regularly and without variation in every pay packet. This limits debt serviceability, and in a high cost city such as Sydney where a large proportion of LAMEs live, it makes for harder choices on the size and location of a family home within reasonable commuting distance of the airport. Most LAMEs work extended hours and night shift, and are often sole breadwinners in nuclear families. In time property prices rise, so people are forced to buy homes further away from the airport; and as traffic worsens in a growing city, travel times increase. So commutes will become longer and further. Fatigue and long commutes don't mix. Younger LAMEs with families need a pay structure where whole of pay can be counted toward debt serviceability, so they can live as close as possible to the airport. 2. For the sake of fairness, there should be no aircraft type licenses outside of the level system. 3. Recognising skills, knowledge and experience gained through years of service was a welcome achievement. But the limit on moving through levels due to years of service needs to be removed. The current system has become a pretty bizarre disincentive for loyalty and service. Those who have the least years of service stand to gain the most from the current system where perversely those who have served the longest stand to gain nothing. If you're a LAME with 30 years service and you rack up another 4, you should be just as entitled to financial recompense for your service as a LAME who racks up his/her first 4. The acquisition of skills, knowledge and experience gained with years of service does not stop just because a level is capped out. Either remove recognition for years of service entirely or apply it equally to all LAMEs regardless of level.</p>	12/22/2017 5:38 PM
43	Slow quota progression. Special bolt on payments for only certain aircraft. Level progression reliant upon "popularity contest" during type course selection.	12/22/2017 5:05 PM
44	If your stuck on a level where training is needed to jump a level or an eba adjustment its a long time between pay rises	12/22/2017 4:45 PM
45	stuck at quotas, years with no substantial pay rise while gaining more experience, years and qualifications (other then the EBA 3%)	12/22/2017 4:37 PM
46	People coming in late to the current system are disadvantaged as they cannot really move above level 14 in either trade streams	12/22/2017 4:37 PM
47	Quotas are restrictive to pay progression.	12/22/2017 4:05 PM
48	Not been able to obtain a company course after 10 plus years since last course.Same people continually get trained,the honest hard working people are continually overlookd in Adelaide,disgraceful!!!Will be stuck for life on this level, no chance of achieving any career goals.Bullying and harassment is the norm,morale is the worst I have experienced in my career.	12/22/2017 3:53 PM
49	Quota's	12/22/2017 3:49 PM
50	Not being paid the same as the person next to you who has the same licences and years of service.	12/22/2017 3:45 PM
51	I believe the starting pay for a LAME is quite low. Even though we are wage averaged loosing actual penalties when we are sick is a bit unfair. Again being wage averaged, when we go on long service leave we only get base pay.	12/22/2017 3:20 PM
52	quotas	12/22/2017 3:10 PM
53	If there is no type training and service points are no longer usable, there is no progression.	12/22/2017 1:50 PM
54	Years of service training points are often rendered useless	12/22/2017 1:33 PM

Qantas Pay Structure/Training survey

55	The current Quota system only benefits Qantas to the detriment of the L.a.m.es. Years ago when the quota system was agreed upon was when few Lames were at the higher levels and progression was not hindered for too long. Now a Lame can be stuck at a level for years and years. It is very unfair and causes frustration which is to the detriment of Qantas as it impacts morale.	12/22/2017 1:19 PM
56	Issues with the quotes and being locked out of higher grades, leaves very little incentive to take up extra training when no scope to being paid for the recognition The treat of having new types being swallowed up using redundant licence, which is unfair as they were paid at the time for there recognition of use, and shouldn't be penalised for what's in the past The disparity between colleagues through the levels just because some got stuck in the wrong grades at the wrong time, meaning they fall behind in there pay compared to equaled qualified lames	12/22/2017 1:17 PM
57	The quota system, is unfair being unable to move forward irrelevant to us having aquired both training and service points. As it is you could be capped out and unable to move for the rest of our careers. Oversubscribed levels are another hindrance. Too complicated and with a few Qantas system migrations in the past years there has been mistakes made with points transferring. To go back and try and get an audit of where I should be is a nightmare. It should be a lot easier and transparent including points acquired due to previous EBAs. Having us work side by side... One LAME get an instant payrise for an A380 while another gets nothing for training on another type because of quota's sets a divide and anamosity	12/22/2017 1:17 PM
58	course selection critera.no recognition at higher levels for service	12/22/2017 12:39 PM
59	Shift penalty differences to for post 96 starters and the obvious quota system.	12/22/2017 12:05 PM
60	No level increase with only years of service is restrictive.	12/22/2017 11:35 AM
61	Disparity between full B1 & B2	12/22/2017 11:14 AM
62	Doesn't recognise performance	12/22/2017 10:41 AM
63	Unfair type course selection disadvantages people who work hard then don't get to go up pay levels.	12/22/2017 10:40 AM
64	LAME's not getting payed for their qualifications which they posses and use and can not go up higher up in grades on years of service.	12/22/2017 10:08 AM
65	Not much we have reaped the rewards of there mistakes now we face a bottle neck maybe to remove quotas every 4 years and if you have not had training over 8 years 4 service points convert to training points. There is also no transparency with the way you progress u p grades waitlist.	12/22/2017 10:03 AM
66	Pay scale too complicated. New Lames will never see higher pay levels. Big gap between a new 1 licence lame and a high level lame with only 1 current active type. Issues with how a combined b1/b2 category is paid.	12/22/2017 9:46 AM
67	Pay levels should not have quotas to restrict movement between levels.	12/22/2017 9:37 AM
68	Not enough positions in upper quota levels. It might have been ok years ago, but with years of service and training I am signing for aircraft and not getting paid for it. I am working next to guys with the same qualifications and they are 3 to 4 levels above me. Because of the current system some lames are resorting to underhanded tricks when it comes to course selection by sitting on licences and the putting them in to be recognized after they get a course. Where was the concern with the pay structure when the avionics quota positions were filling up years ago. There was none. Only now that the B1 guys are getting capped out we are getting this type of survey.	12/22/2017 9:24 AM
69	Quota levels need to be revised. Too many people same quals in different pay level.	12/22/2017 9:23 AM
70	No progression once quota levels reached. No advantage for years of service or type training.	12/22/2017 9:22 AM
71	The blockage from level 13-14 for mech especially needs to be cleared and service points should allow grade jumps for all grades else they are worthless from level 14 onwards.	12/22/2017 8:55 AM
72	Lames can not progress from a certain point due quotas. This bottleneck prevents further payments when experience is constantly increasing.	12/22/2017 8:47 AM
73	Intent being abused every eba. Now additional payment bolt on for type. which Bypasses the payment point system. So you can lose payment when you change jobs And thus super contributions Long term there will be no training points Only years of service	12/22/2017 8:28 AM
74	Quotas	12/22/2017 8:08 AM

Qantas Pay Structure/Training survey

75	Same blokes get all the training.	12/22/2017 7:59 AM
76	Quotas are stopping people moving up. There are a lot of people waiting to move ahead.	12/22/2017 7:34 AM
77	None	12/22/2017 7:31 AM
78	There should not be quotas in our pay system. Service points should carry the same weighting as training points.	12/22/2017 7:27 AM
79	Supervisors/DMM's double dip with pay grade increases automatically 4 yrs and type training. Originally setup for supervisory staff pay increases due to them not being eligible for type training.	12/22/2017 7:13 AM
80	I don't have any issues with the current system but would not rule out looking at the pay structure overall as it cant hurt to keep the system up to date	12/22/2017 6:56 AM
81	Quota levels and the system is complicated.	12/22/2017 6:35 AM
82	Big difference between low and highest paid LAME.	12/22/2017 6:32 AM
83	1) % based quotas on trade lines 2) Lack of levels i.e. capped at lvl 17	12/22/2017 5:57 AM
84	Quotas	12/22/2017 5:53 AM
85	Quotas to restrictive	12/22/2017 5:20 AM
86	Too convoluted a pay structure	12/22/2017 5:12 AM
87	Quotas Needs to be 'reset' we seemed to have outgrown the grades.	12/22/2017 4:48 AM
88	Too high a reliance on type training & large quota backlogs.	12/21/2017 11:43 PM
89	Quota positions, also everyone should be trained as a full B1	12/21/2017 10:56 PM
90	I am open to change but am not in touch with how our Apprentices evolve thru to LAMEs. I believe a Cert 3 or 4 was in the mention however I am unaware of it's implications. The faults with the current system have always been redundant licences and growth thru the levels.	12/21/2017 10:38 PM
91	LOW ENTRY LEVEL LAME PAY	12/21/2017 10:28 PM
92	Not enough recognition for years of experience as an LAME	12/21/2017 10:25 PM
93	It suits the company to chop off entitlements for quotas, its a cost and arbitrary agreement on their part. I learn everyday at my employment and are not getting any recognition (payment for my expertise) in the form of service points. Seven years ago I hit the Quota ceiling to go to 14, in those seven years I have more experience. I want the quota system gone. We have played fair with wage freezes with Qantas.	12/21/2017 9:59 PM
94	Stuck for years on same level with no grade progression	12/21/2017 9:58 PM
95	Only issue is lack of opportunity for more licenses to those that want them.	12/21/2017 9:56 PM
96	Quotas at a higher level.	12/21/2017 9:51 PM
97	QUOTA LOCKOUT.	12/21/2017 9:49 PM
98	Prevents the company from sending more people for type training.	12/21/2017 9:44 PM
99	There are lots of people who can never move forward due to quotas and also where quotas are not filled, people can't move into some grades as a further full type rating is required and training is now almost non existent. Avionic getting 10 points for a 'radio' rating is a complete inconsistency. We all do the same training now and the same course content and exams.	12/21/2017 9:42 PM
100	Quotas are restricting. Service points should be recognised post level 12.	12/21/2017 9:39 PM
101	Caps	12/21/2017 9:29 PM
102	1. Complicated 2. Low Starting level. 3. Slow progression. 4. General poor pay all round.	12/21/2017 9:27 PM
103	Didn't recognise all the licenses I have	12/21/2017 9:25 PM
104	Quota system, as a b2 has been an issue for years. Now as more b1 individuals are in the same situation maybe something can be done about freeing up levels.	12/21/2017 9:15 PM
105	Quotas should not exist.	12/21/2017 9:13 PM
106	Starting pay rates for Qualified LAME bringing company types and many years previous experience have no reward for that experience	12/21/2017 9:12 PM

Qantas Pay Structure/Training survey

107	Being locked out of other levels with numerous service points available. I believe only the highest level should be locked out by training and quotas.	12/21/2017 9:10 PM
108	The quota system does not affect me presently, but it is unfair to other members. It's difficult to calculate if I am actually on the correct level. I've lost track of service / training points. I think it is unfair that LAMES who have capped out get selected for courses ie 787. Of course they will get selected because it costs the company nothing. Also a lot of these guys have 5 or less years to retirement.	12/21/2017 9:03 PM
109	not easy to follow	12/21/2017 8:47 PM
110	Any faults are far outweighed by the opportunity for all members to advance if training is not available or restricted. A vast majority of members, including new and old, have been far better off with the experience based advancement (years of service points) especially considering the severe restriction of training over the last ten years, in fact this system which was once our bane has been a godsend for the younger LAME (perhaps not the selfish ones). Wage rates for lower levels have increased by a far greater % in the last ten years than those in the higher levels (above level 12) yet that is where the majority of members exist, it is time those who have sacrificed to benefit others to be rewarded. A change in the pay structure will not benefit the majority of members of the ALAEA.	12/21/2017 8:15 PM
111	The current system makes it too hard to gain more pay.	12/21/2017 6:42 PM
112	I understand that recognition for years of service and experience is important however I feel the extreme differences between the levels(more than double in many cases) when essentially only one aircraft type is being certified, is unfair. This breeds division and even gives fuel to the company who can leverage divide and conquer tactics.	12/21/2017 5:22 PM
113	level rise every 4 years, no extra payment for a new licence	12/21/2017 4:18 PM
114	DMM's not quota bound, but accepting type training. Get rid of shift penalties No Quota system	12/21/2017 2:14 PM
115	None	12/21/2017 1:36 PM
116	Quotas restrict earned pay increases.	12/21/2017 1:04 PM
117	quotas	12/21/2017 11:50 AM
118	quotas	12/21/2017 11:44 AM
119	People on higher pay scales while holding no active licences	12/21/2017 11:25 AM
120	Just done my 787, won't get a pay rise...	12/21/2017 11:21 AM
121	large difference in pay depending on years of service LAME with 1 day service has the exact same responsibilities as someone with 30 years	12/21/2017 10:52 AM
122	Point for Type and Quotas.	12/21/2017 9:52 AM
123	Complicated system and restrictions with quotas	12/21/2017 9:31 AM
124	Quotas that restrict payment for a type that an individual is certifying for	12/21/2017 9:08 AM
125	If left up to the after system for level increases. I don't understand how it works and therefore don't know when my levels go up. No one has ever given me the info.	12/21/2017 9:03 AM
126	Top end progress and lower grades have to fight to progress. On a side note Qf staff travel is no longer worth having as comercial upgrades, points and frequent flier programs are taking priority.	12/21/2017 8:13 AM
127	No point in cross trade training as there is no REAL benefit for the extra responsibility.	12/21/2017 8:01 AM
128	Too complex, not transparent enough, quota system restrictive.	12/21/2017 7:47 AM
129	Too complicated	12/21/2017 7:40 AM
130	Low entry level pay. No recognition of previous experience. quota issues blocking progression. need a third payment for APU to reflect Avionics scale. Backdate APU payment for years of service. unreadable current LAMEY Pay status on EQ.. WTF !	12/21/2017 7:35 AM
131	Supervisors and DMM's are double dipping as they are quota exempt and also get trained SNR LAMEs within the business are not correctly trained and therefore are not as effecient to the business as they could be	12/21/2017 7:32 AM

Qantas Pay Structure/Training survey

132	Need rotational system which means for each a/c type x many training spots are run (by qantas), some are for new lames, some for existing LAMES and some for supervisors, DMM's don't need license training, give them a pay rise for other KPIs. Lack of progression: no apprentices leads to lack of young ame's leads to no new LAMES And no training, thus people start buying their own courses which are inferior which leads to reduced quality of maintenance.	12/21/2017 7:13 AM
133	Remove the quotas from levels 13 and on	12/21/2017 6:00 AM
134	Once you get to the quota you never receive a pay increase for years	12/21/2017 5:00 AM
135	Quota restrictions mean you are certifying for aircraft you're recognised for but not paid for.	12/21/2017 1:06 AM
136	The quotas are way too restrictive and outdated.I'm a B2 Level 13 with enough points for 14 or 15. I've been stuck for 4 years which is ridiculous!	12/20/2017 11:18 PM
137	Remove quotas	12/20/2017 10:42 PM
138	We need a total/aggregate wage to incorporate shift penalties into our basic wage - there will be efforts by the company and the government to take them away or water them down - as we have seen in the hospitality industry Every course attracts a payment - so there is a disincentive for the company to provide training or recognise external training.	12/20/2017 10:02 PM
139	Gridlock and no movement for many	12/20/2017 9:47 PM
140	The quota system should be removed. I have no problem with only advancing past level 14 with training	12/20/2017 9:00 PM
141	That a LAME is not trained on all company types is crazy, and creates the situation for having to go after external training,because if you only ever have one or two types in a Qantas career, you are well behind the greater LAME workforce in Australia & overseas if you are made redundant or leave Qantas. A reasonable system is that you apply to be a LAME, and are then progressively trained on all company types within a "reasonable" timeframe.	12/20/2017 8:58 PM
142	Years of service and no levels	12/20/2017 8:52 PM
143	Quotas.	12/20/2017 8:51 PM
144	Stale obsolete types being paid for by company to older fellas Not so fair on the younger Lames who can't get ahead .I don't buy into yeah but they are more experienced.	12/20/2017 8:35 PM
145	Quotas No years of service movement above a certain level	12/20/2017 8:08 PM
146	Cannot progress any higher unless further training. Have approximately 10 service points	12/20/2017 7:59 PM
147	Quota	12/20/2017 7:54 PM
148	Too many people waiting to advance to a higher level.	12/20/2017 7:53 PM
149	To many variations.	12/20/2017 7:37 PM
150	It is too restrictive	12/20/2017 7:26 PM
151	company type train you, they (the company) should pay for the extra qualification	12/20/2017 7:22 PM
152	Limited future aircraft types, so no further types to increase pay level. Virgin have decided to actively seek third party customer work. Tail payments therefore have reduced in availability.	12/20/2017 7:20 PM
153	Service points are worthless in higher levels	12/20/2017 6:30 PM
154	it appears to me that people in the quota levels get more training as they are less likely to get a pay rise	12/20/2017 6:13 PM
155	Basically just the quota part. The rest of the system is pretty fair I believe.	12/20/2017 6:11 PM
156	too complex.	12/20/2017 6:00 PM
157	Remove quotas	12/20/2017 5:12 PM
158	hard and expensive to get to full b1 licence. very very limited opportunity for up and coming ames to get licenced. could be detrimental to qantas in the future	12/20/2017 4:42 PM
159	Unable to progress with just service points.	12/20/2017 4:08 PM
160	Quotas, number of years required to go up levels, managers not following the course selection criteria	12/20/2017 4:07 PM

Qantas Pay Structure/Training survey

161	People with the same service and licences can be at different levels simply because of timing. In my opinion, most LAMEs would be quota controlled by now and could possibly not see another level increase for many, many years because of the backlog.	12/20/2017 4:03 PM
162	No reward for picking up a new type due to quotas	12/20/2017 3:39 PM
163	Quota restrictions, i have been restricted for more than 5 years. How do i know i am number 30 on the list? Do these people exist? There is no transparency. Once in higher levels you can not use service points to progress. With all the training, service and extra eba points over the years, it is very complicated to know if what the company says is correct	12/20/2017 3:13 PM
164	Quota and Level Caps.	12/20/2017 3:13 PM
165	I have received No pay increase or grade despite many years of service. Have benn stuck on my grade for too long (15yrs) as their is limited training opportunities	12/20/2017 3:11 PM
166	For me it works	12/20/2017 3:09 PM
167	quota, too many levels,	12/20/2017 3:02 PM
168	Too long between level increases	12/20/2017 2:58 PM
169	People can gain new licences but get stuck in a grade for years, therefore receiving no payment for their increased responsibilities and knowledge.	12/20/2017 2:57 PM
170	kill the quota`s	12/20/2017 2:24 PM
171	The level system is grossly unfair, the starting level is way below what Jetstar and Virgin, taking a QANTAS LAME 16 and 22 years to catch up. The quota controls are too restrictive.	12/20/2017 2:21 PM
172	Inadequate payment for a full B1 and B2. B2 LAMES should be considered for cross training as B1 have been given B2 certification privileges.	12/20/2017 2:04 PM
173	Not recognising or confusion for cross trained LAMEs. le B1 to B2. Pay increases tied to types gained	12/20/2017 1:53 PM
174	quotas	12/20/2017 1:52 PM
175	The current structure discourages training by relating cost directly to numbers trained per type. I think a pay system that removes the number of types from pay level progression wouls encourage more lame trainig.	12/20/2017 1:51 PM
176	No progression once capped	12/20/2017 1:50 PM
177	Different rates post 1996	12/20/2017 1:21 PM
178	Stuck in quotas without the chance to move up for potentially years.	12/20/2017 1:14 PM
179	Lower levels pay grade (5 thru to 7) too low in comparison to the top level AME rate.	12/20/2017 12:55 PM
180	LACK OF OPPORTUNITIES & UNION SUPPORT FOR B2-B1 EXCLUSION TRAINING. IT IS VERGING ON DISCRIMINATORY ACTION FROM BOTH UNION AND COMPANY IN REGARDS TO THIS ISSUE.	12/20/2017 12:12 PM
181	It is too complicated. There's too much disparity between new LAME's and old LAME's. How does the Qantas pay structure compare to other Australian airlines? In terms of complexity and fairness.	12/20/2017 12:04 PM
182	quotas wait years for pay rise. higher quotas hard to get in and pay difference between grades getting further apart .	12/20/2017 11:57 AM
183	Quota levels stop you wanting to achieve further courses . No recognition for A320 In Qantas system only tail payment on a daily basis. No chance of course unless you have full b1 exemptions removed .	12/20/2017 11:57 AM
184	Quoter controlled positions should be scrapped. They are discriminatory and unfair to those who have worked continually for Qantas but not had the training opertunorties.	12/20/2017 11:26 AM
185	The inability to remunerate the addition of types within fully subscribed quota levels A pre-emotive issue I see arising is the possible introduction of a customer aircraft type into the Qantas mainline fleet and how this will integrate with the paystructure without financial disadvantage	12/20/2017 10:05 AM
186	Sick leave pay salary based not wage based i.e. Regardless of what day you'r unavailable for normal duty should be the same.	12/20/2017 9:45 AM

Qantas Pay Structure/Training survey

187	Quota system.Not transparent enough.Very hard to find out where you sit in the system.I was lucky to jump a level after company type training only after help from the union.	12/20/2017 9:37 AM
188	There seems to have little progress once into the quota levels	12/20/2017 9:11 AM
189	limit placed on quota system	12/20/2017 8:40 AM
190	Quotas are full I can't go up a level hence missing out on money that I have earned	12/20/2017 8:12 AM
191	Quoters	12/20/2017 8:10 AM
192	Aircraft ratings are directly proportional to grade increase. Aircraft ratings are directly proportional to your 'worth' as a LAME, for the purposes of future and current employment.	12/20/2017 7:46 AM
193	REDIFINE ALL TRAINING POINTS TO MAKE CLEARER. INCREASE OF GRADES - AS MANY LAMES HAVE THE GLASS CEILING.	12/20/2017 7:11 AM
194	The entry level pay is now less than an AME Cat A. If there is any future AME initial training they will take roughly a \$300 pre tax pay cut per fortnight. This is based on myself and my Cat A colleagues.	12/20/2017 7:07 AM
195	Although I am on the top scale, I think people should be paid for the licences they hold. Also the company shouldn't pay for redundant licences if they offer to train engineers on current equipment. When old A/C leave they should not loose money. Your pay should be the same until trained or a wage rise eats away the old payment.	12/20/2017 7:07 AM
196	Quotas. If the company has the benefit of qualifications gained & years of experience, then they should pay for it.	12/20/2017 7:00 AM
197	People stuck because of the quota system.	12/20/2017 6:40 AM
198	No increase as years of experience for higher levels	12/20/2017 4:23 AM
199	Too long no pay rise.	12/20/2017 12:08 AM
200	Certain people in certain ports get a mountain of training and type courses - others get nothing	12/19/2017 11:45 PM
201	In my opinion aircraft type training should not be tied to a payment structure. Payment level should be tied to experience. ie 0-5 years as a certifier, 5-10, 10-15, 15-20, 20-25, 25+.. 6 pay levels.. No caps.. The number of certifiers day to day then becomes purely management's responsibility.. With no costs to the business other than associated training costs.. I think we would have a busy training school again with opportunities for instructors or guys to move into training or instructor roles if they are that way inclined. I still have concerns about how QANTAS would find ways to exploit any system.. But i think this would provide the best balance.. Younger, cheaper blokes would see significant training but they would still have to pay the older blokes more anyway, so they may as well train them..	12/19/2017 11:29 PM
202	no idea	12/19/2017 10:56 PM
203	Quota System & Unusable service points.	12/19/2017 10:48 PM
204	Too complicated with too many people being not correctly compensated	12/19/2017 10:31 PM
205	Inequality in pay for same experience/licenses. Quota's are broken. B1 payment for an extra trade group is a joke.	12/19/2017 10:29 PM
206	Senior Lame should be quota exempt as per DMM as training opportunities are very limited for lames in this position in Adelaide. I have been a S/lame for 20 years and the only current type I now have is B738 full B1 and no tail payments.	12/19/2017 10:03 PM
207	QF lame pay system is geared towards type training to get a pay increase (basically no type training = no pay increase , so your stuck)	12/19/2017 10:00 PM
208	Not so much for myself but for the guys that are stuck in quota and can't progress even if trained on another type. It's now confusing that some aircraft types are points based and others are just a payment.	12/19/2017 9:53 PM
209	How it applies to me , I have no problem with it however I can see issues that my colleagues may face	12/19/2017 9:30 PM
210	The quota system and years service not counted above certain grade levels	12/19/2017 9:24 PM
211	Quotas, lack of transparency re. current points status, dozens of mech LAMEs stuck near the top end	12/19/2017 9:16 PM

Qantas Pay Structure/Training survey

212	Quotas are the biggest stumbling block moving up. I would have between 5-8 service point and have just picked up a company A330. I should be 2 or three grades higher but I am stuck at the current level. There is also a "penalty" for being sick or talking LSL.	12/19/2017 9:13 PM
213	Quotas are restrictive by letting you being stuck in a level for some excessive bit of time.	12/19/2017 9:11 PM
214	Excessive initial points given to Avionics therefore caused congestion in levels, not really the same in the Mechanical trade.	12/19/2017 9:06 PM
215	STUCK ON A GRADE DUE TO QUOTAS, LACK OF TRAINING BY THE COMPANY FOR FULL B1 TRAINING,	12/19/2017 8:57 PM
216	stuck in quota system is unfair	12/19/2017 8:30 PM
217	Too easy to be stuck in a level	12/19/2017 8:15 PM
218	Wage averaging leaving us vulnerable to shift changes, causes a lot of unnecessary anger between company and workers due us wanting to work whatever roster will benefit us the most. I'm not saying I'd give them any shift they wanted, but would be much more likely to work with them if shift penalties weren't 36% of my wage! Reluctance of company to type train more people per type due restrictive payments, level 18s doing bugger all work pricing us out of the market while the new lames get waaaay below market. (I understand experience is priceless, but there's guys double my wage doing less work signing for fewer types, not full B1...) I also understand it's extremely hard for people to get paid for knowledge/training without introducing restrictive payments, but I think if it was a more level salary based system where the wage was decent regardless of types, the people only taking training to boost their super wouldn't be so keen to poach courses then do minimal work (on \$250G a year) while the keen lads are still level 5's on 95 grand...	12/19/2017 8:13 PM
219	qualifying for 2 level increases and not having any hope of ever achieving those as stated by the company, I would like to see opening up of quota level or be rid of them all the same. A total wage would be my preference. With reference to Q16 not too complicated but too restrictive	12/19/2017 8:12 PM
220	Quotas, no progression without training in the higher levels, we need a larger % pay increase not having trade-offs with points that often lead to nothing.	12/19/2017 8:03 PM
221	Possibly look at a by-pass payment so you do not have LAME's toward the end of their career doing type training at the expense of the next generation, just to increase their final average salary for superannuation and retirement benefits.	12/19/2017 7:49 PM
222	no recognition of service points after you are capped for training only levels. Also its interesting that this has only come to the fore when B1's are affected. I've been disadvantaged by this system for years as a B2. The avionic trade is being dumbed down by a 6 week course in fundamental training. Support the 2 different trade streams	12/19/2017 7:34 PM
223	Remove quotas.	12/19/2017 7:21 PM
224	The massive pay difference from top paid to bottom. Quota levels are very restrictive.	12/19/2017 7:05 PM
225	Inequality- some people doing same jobs with similar qualifications on different pay scales.	12/19/2017 6:55 PM
226	The current system is working as intended, quotas allow more LAME's to be trained without additional cost to employer.	12/19/2017 6:51 PM
227	Quotas are the problem. We knew it would be a problem when we originally voted for it . Everyone back then got a pay rise and is now better off under the current pay system than the old one. However people need to be recognized for years of service. I'm sure there can be a simpler system.	12/19/2017 6:48 PM
228	QUOTA RESTRICTIONS. QUOTA CAPS AND HOW QUOTAS ARE CALCULATED	12/19/2017 6:39 PM
229	It actually holds back training as the company sees it as a burden particularly as they are paying for redundant licences as well as new ones.	12/19/2017 6:28 PM
230	snr lames should be quota exempt	12/19/2017 6:18 PM
231	A LAME is a LAME is a LAME. We should all be paid the same. The number of LIC you hold does not change the work you do or your worth with regard to other LAME's Only reason for different pay would be if one had a supervisory role ie. SNR, DMM and so on.	12/19/2017 6:13 PM

Qantas Pay Structure/Training survey

232	The points system no longer works once you reach current quota levels. Without training you could go for years without a pay rise outside of the EBA. Quota levels are becoming too restrictive, with a long waiting list to progress to the next pay level. if you qualify for the increase you should get it. The company also see any new licence as an impost due to the wage structure. There is no incentive to further your career through external training at your own expense, to only be sitting on a qualification that the company will not put you on the system for, even though you get paid as an LAME but are not certifying on any of the A/C types in that work area, effectively becoming an overpaid AME!	12/19/2017 6:11 PM
233	To greater pay difference between levels	12/19/2017 5:58 PM
234	Blocked quota levels. Can make it almost impossible to progress through the pay scale.	12/19/2017 5:17 PM
235	Quota restrictions. I currently have 12 points but can't move due to levels being full. I've been stuck at current level for 7 years. I'm now looking at getting close to going into level 14 or 15. I wouldn't like the pay system to change now if I'm going to lose my chance at going into one of these levels after waiting patiently for 7years.	12/19/2017 5:10 PM
236	Too much money and final super payout determined by licence course selection. 6am start shift penalties. People coming in sick on sundays because they loose too much money	12/19/2017 5:09 PM
237	Quotas, course selection	12/19/2017 4:58 PM
238	Too complex and convoluted.	12/19/2017 4:53 PM
239	The need to be trained to achieve a better pay out come	12/19/2017 4:51 PM
240	Due to the current level pay structure, the company is reluctant to train LAMES in other aircraft types because of the large pay and level increase required. Also the opposite is true , where the only people benefiting from new type courses are "the FAT cats" with already a lots of types payments and quota max out. The company favours this FAT CATs because they don't have to pay them anymore. The small LAME with only one type is always left behind with no training and only hoping to accumulate service points for a payment progression. Additional the LAME with single licence or redundant licence is always at the chopping block, when redundancy comes around, because is viewed as not much of an asset to the company.	12/19/2017 4:50 PM
241	Outdated. Not to industry standards, ie Virgin, Jetstar pay systems. Loss of penalties if sick or take long service leave. Overtime paid at base rate (less penalties) x 2. Any changes to roster affects your pay because of penalties paid. If wage was totalised, it doesn't matter what roster they want to force upon you, you will be paid the same regardless. Starting pay for new single licence LAME's is rubbish. If you join from another company already licenced, it doesn't matter how many years of experience you have, you still start on shit money. This means that Qantas will not be able to attract new qualified LAMEs unless they were desperate for work	12/19/2017 4:41 PM
242	quotas by far.. the limitations of service points when only training points will do..the external courses save the company alot of \$\$\$ so they should be honoured far more than is presently.	12/19/2017 4:39 PM
243	Quota levels are ok but why do I move forward and back? ie. #50 then #46 then #49?	12/19/2017 4:36 PM
244	lack of understanding of progression in the grades, quota issues	12/19/2017 4:14 PM
245	Stuck at a level and not getting paid for other training accomplished	12/19/2017 4:05 PM
246	The quota and the amount of levels has now reached saturation and as a consequence the majority of Lames are now waiting in a queue and/or are locked out and can not advance.	12/19/2017 4:03 PM
247	REMOVE QUOTAS AND ADD MORE LEVELS	12/19/2017 3:43 PM
248	Unequal pay for equal Licences	12/19/2017 3:34 PM
249	you have to fit the mould,	12/19/2017 3:31 PM
250	Restricted by quotas and no prospect of a pay increase	12/19/2017 3:19 PM
251	Too convoluted. Not even enough distribution of training/remuneration. Discourages company from providing more/adequate level or training. And licenses.	12/19/2017 3:18 PM
252	Quotas should be removed and people progress as points allow.	12/19/2017 3:05 PM

Qantas Pay Structure/Training survey

253	I think that the pay system should recognise service points for staff that are capped out or restricted by quota. Maybe creating a service recognition structure for say 6 service points or above. Also, I think that we should get rid of the pre and post '96 EBA payment discrimination, to make it fair for all. We are all working the same shifts, so I don't understand how some benefit and the demise of the rest.	12/19/2017 3:01 PM
254	Outdated	12/19/2017 2:58 PM
255	Quota system to restrictive	12/19/2017 2:58 PM
256	Due to being at qantas for 12 years I have 35 years of experiences would be good to be recognised for that instead of if you are the right flavour you get the coarsest which allows to go up a level	12/19/2017 2:58 PM
257	The entry level wage is too low, by the same token, a lvl 16 LAME in a line shift loading would earn nearly 200k these days	12/19/2017 2:53 PM
258	Lack of transparency due poor updates in levels quotas from co.	12/19/2017 2:49 PM
259	None	12/19/2017 2:47 PM
260	Quotas and no recognition for service to progress	12/19/2017 2:44 PM
261	Quotas	12/19/2017 2:41 PM
262	Some people with less licence types getting higher levels in the quota system.	12/19/2017 2:39 PM
263	Limited life. Out dated. Needs more room to expand.	12/19/2017 2:34 PM
264	Quota Log Jam.	12/19/2017 2:31 PM
265	Quota system needs to be changed	12/19/2017 2:27 PM
266	To many restrictions	12/19/2017 2:24 PM
267	I should not be restricted to go up in levels when I should due to the quota system.	12/19/2017 2:22 PM
268	I have zero leave available to use for outside training. I don't chick sickies. Not in a matie club	12/19/2017 2:09 PM
269	restricted progression due quotas	12/19/2017 2:08 PM
270	the quote system and the disparity between B1 & B2's.	12/19/2017 2:07 PM
271	Complicated and not fair to newer LAME's. In some situations possibly not delivering value to the company.	12/19/2017 2:06 PM
272	Too many levels. Need to consolidate the lower levels. The pay structure was designed around AP & EIR. Our licences are B1, B2 and B1 with B2 or B2 with B1.	12/19/2017 1:57 PM
273	I think the system has run it's course, it is time for change.	12/19/2017 1:53 PM
274	Quotas , not being recognised for years of service	12/19/2017 1:51 PM
275	none suit lame	12/19/2017 1:48 PM
276	Remove or expand quotas	12/19/2017 1:40 PM
277	Quotas and the system is too complex. A simpler system like the jetstar model would be good...a decent starting wage...a pay rise after a period of service and a payment for holding multiple licences...simple.	12/19/2017 1:37 PM
278	Quotas and recognition of external training not in accordance with EBA. Be very careful in using "base trade" as a term as it is only recently that the B1 trade has included AVIONICS privileges so this could be deemed NOT their BASE TRADE, the same can be said for B2 as their core trade did include privileges that no longer exist in the current CASA regulations. The regulation should be investigated to provide the B2 LAME with some cross trade privileges to keep up with the industry requirements. ie full cat A privileges.	12/19/2017 1:35 PM
279	Virgin has a better wage system	12/19/2017 1:20 PM
280	Quotas. No progression unless trained, that makes years of service points useless.	12/19/2017 1:16 PM
281	In 12 months time I will be capped at level 11 due quota restrictions. I will have 28 years service at that point and cannot progress. I have had Customer payments taken away and as such have missed out on Real licence upgrades. Years of service should allow continual grade movements and quotas should only exist on the top level	12/19/2017 1:14 PM

Qantas Pay Structure/Training survey

282	Quotas	12/19/2017 1:10 PM
283	Licenses not being paid for ie quota full. Especially if they are there own funded course and qantas recognise and use there license but there's no payment for them due quotas	12/19/2017 1:10 PM
284	Quotas	12/19/2017 12:58 PM
285	Service points are useless. If you are recognised as B1/B2 this needs to be paid accordingly as you are a Full B1 and Full B2. In the line environment you are using both the B1 and B2 and the company only gives you a small amount for your first B1 (assume you are B2 gaining B1), then every other B1 you gain you get zip (nothing).	12/19/2017 12:44 PM
286	Inequality. Some guys get a lot of training and get to higher levels.	12/19/2017 12:44 PM
287	It costs to much to train for a type. I think we a system that recognises licence types and experience but does not necessarily incur a payment for a new type.	12/19/2017 12:41 PM
288	LAMES with the same training and same years of service get paid different amounts depending on when they got to the current grade. The current grading structure is basically a seniority system where the those in the top grades got their first and no one else can reach the same level, with redundancy the % of people in each grade is reducing	12/19/2017 12:39 PM
289	Not a fair system	12/19/2017 12:27 PM
290	Training is the main driver for advancement and due to limited numbers ends up wedging most members	12/19/2017 12:24 PM
291	I am level 17 with 8 training points nowhere to go or cash increase for training points.	12/19/2017 12:23 PM
292	Unfair for lames to have same qualifications but being payed it different levels	12/19/2017 12:18 PM
293	Complicated. No-one in HR has the experience or knowledge to administrate the system properly. Ted Hctor was the last person in HR able to administer the system. HR / IR are running the system to suit themselves and not in the true spirit of the system. A nice simple system that will not incur any discussion with HR would be good.	12/19/2017 12:16 PM
294	You should be paid for your licence if you have forked out money and wasted your leave to do an external type course and it is recognized	12/19/2017 12:13 PM
295	Quotas	12/19/2017 12:12 PM
296	As people have left the business, due to the quota system percentages, there is still lack of scope to move up pay grades.	12/19/2017 12:09 PM
297	Quotas. Since the current pay structure has been in place, I have never progressed with service points.	12/19/2017 12:06 PM
298	None. It is complicated but we get psid bloody well for what we do. We dont need to go hunting for more money in this EBA	12/19/2017 12:03 PM
299	Enterance grade is too low . Very little room to go up unless it's self funded and that doesn't mean they will ever turn on your licence . no customer work except Jetstar.	12/19/2017 11:56 AM
300	Starting wage for new lames is terrible.	12/19/2017 11:44 AM
301	Lower level lames need to be paid fairly as the higher you are THE less you do.we are getting fucked in the ass especially when cat A tier 3 get paid the same as myself. How can this shit be.	12/19/2017 11:44 AM
302	I would imagine most people are stuck in quotas	12/19/2017 11:43 AM
303	Quota system wage rise based on training. Years of service only	12/19/2017 11:42 AM
304	I feel I am disadvantaged by doing an outside course at my own expense and then being treated as though the company trained me. I now have to wait 8 years to get full points to be eligible for company trading which would make it 22 years in between company course.	12/19/2017 11:41 AM
305	People who pay for their own courses considered company trained when it comes to future training. I paid for my two type. The second one I didn't get paid for due quotas. I'm basically letting qantas use my licence for free and I'm penalised for it for future training.	12/19/2017 11:39 AM
306	Quota's are the biggest issue	12/19/2017 11:37 AM

Qantas Pay Structure/Training survey

307	-No Day shift penalties post 96 Points not paid for opposite trade, B2 with a B1 -superannuation paid on base rate -too many levels -Restrictions with career progression -no TNA carried out by the company -notified for type training the Friday before course -negotiate more items to be salary sacrificed from our pay -no clear definition around future position within the company -open quota levels only for the selected few, eg: supervisors, DMM, MOC. -no allowance paid to travelling engineer- supervisor allowance should be paid as a minimum.	12/19/2017 11:36 AM
308	It doesn't work with the quotas and training requirements	12/19/2017 11:31 AM
309	I think the caps and quotas should be removed	12/19/2017 11:29 AM
310	Quotas. It is the most unfair system. Guys with the same quals on different pay. Structure of base plus shift. Super and other things a counted of base only. A salary would be a fairer option.	12/19/2017 11:26 AM
311	The quota system is unfair as I have waited 4 years to go up a grade but have managed to go from 14 to 47 in the line for upgrade into level 12	12/19/2017 11:24 AM
312	No Sick day actual shift penalty loss Remove the disparity between trades External training cost is reimbursed by employer if licence on an aircraft that is operated is not made active within a time period. External training cost is full is paid by the employer on an aircraft type that is operated but not made active when person made redundant for any reason.	12/19/2017 11:22 AM
313	Too complicated. People get stuck in the levels due to quotas.	12/19/2017 11:22 AM
314	Low entry level Quota restrictions are not adequate	12/19/2017 11:17 AM
315	DEFINITELY QUOTAS	12/19/2017 11:16 AM
316	Too complicated, too many one offs from the past that effect your level. I've witnessed lots of disputes including people in the exact same position being paid differently because of HR at the time have their own point of view.	12/19/2017 11:04 AM
317	Restriction to changing levels.	12/19/2017 11:02 AM
318	Quoatas shouldn't exist , if you are quauilified you should be paid at the level you are entitled to.	12/19/2017 10:59 AM
319	Quota system is rediculous and QF can't even provide me with a correct waitlist position.	12/19/2017 10:57 AM
320	DMM receiving unrestricted pay level increases no quota , They should not receive company training Firstly the training should be straitened out as too many people have missed out for far too long.	12/19/2017 10:56 AM
321	Low starting levels Top levels caped with a long waiting list	12/19/2017 10:51 AM
322	Any training QF recognises whether internal or external should always be rewarded with a monetary pay rise irrespective of quota positions. QF need to rewards LAME's for their job knowledge and skill level they have obtained on every aircraft types. LAME's shouldn't take on any training within QF until it's associated with a payment. When in life do you get something for nothing. If Qantas wants highly skilled engineers trained they need to respect us and pay for it.	12/19/2017 10:50 AM
323	Additional levels, removal of quotas	12/19/2017 10:49 AM
324	Pay Quota system, see below. Also remove pay freeze.	12/19/2017 10:49 AM
325	The pay system is broken with too many road blocks at certain levels	12/19/2017 10:47 AM
326	just look at the 787 nobody gets paid for it due quotas	12/19/2017 10:44 AM
327	Lack of recognition for full B1 qualification	12/19/2017 10:42 AM
328	Quota level restrictions unrealistic	12/19/2017 10:42 AM
329	can't progress thru levels with service points, quota's full	12/19/2017 10:36 AM
330	Quotas in the upper levels	12/19/2017 10:35 AM
331	Quota numbers.	12/19/2017 10:32 AM
332	The Quota system	12/19/2017 10:31 AM
333	Quotas restrictions, loss of penalties during long service leave and sick leave.	12/19/2017 10:30 AM
334	Wage averaging doesn't work. I've had to work more Christmas days than others due to crew movements but have received no extra in compensation. Also stuck in current level for over 3 years due to quotas.	12/19/2017 10:30 AM

Qantas Pay Structure/Training survey

335	1. Quotas cause ill feeling, guys never know when they will progress. 2. In my case, would be happy in my senior years to forgo training, but still progress UP with years of service points	12/19/2017 10:27 AM
336	Levels 13, 14 & 15 are a train wreck. The uncertainty it causes makes training for a new type unappealing	12/19/2017 10:27 AM
337	I have four service points accumulated but have not progressed. I have four training points accumulated from a self funded B737 course but have not progressed. I think a B1 with a few weeks electrical theory does not make a B2. Would you let a brick layer wire your house or the other way around. I actually have a full B1 experience LAME ask me the different between AC and DC and then try to plug a 115vac US appliance into our 240vac system and not understand why it stopped working after 5 seconds. I know nothing of mechanical work but I hold a B1 license and course. The current system is forcing me to change over in order to stay valuable to my employer. I honestly think nothing good will come from our current situation other than outstanding KPI's for management.	12/19/2017 10:27 AM
338	Quotas	12/19/2017 10:19 AM
339	With the reduction of engineers at QF means the quota restriction become smaller also tighten up the eligibility to go forward.	12/19/2017 10:18 AM
340	Total lack of transparency Quotas on training	12/19/2017 10:17 AM
341	Happy to consider as long as there is a no disadvantage clause	12/19/2017 10:13 AM
342	Avionic trade members are excessively paid and more generous quotas compared to their numbers. Mechanical trade members have less training opportunities because they are overwhelmingly greater in numbers and get relatively less training opportunities. Poor training opportunities for AME's are preventing AME's from progressing to be LAME's, so they leave the company and membership is falling. Personally, I don't believe my transition from the old pay scheme was equitable, because I am still at a very low grade compared with my years of service.	12/19/2017 10:12 AM
343	Loss of penalty rates ie due to illness	12/19/2017 10:09 AM
344	There should be no quotas If you get type training you should get a payment!	12/19/2017 10:08 AM
345	Quotas	12/19/2017 10:06 AM
346	difference between trades. Some types attract 'bolt on' but some don't	12/19/2017 10:00 AM
347	Too complicated	12/19/2017 9:58 AM
348	You better yourself completing external training A330 and have my full B1 but not on type (also off my own back), so you don't get sacked, with your own leave & money and you go completely to the bottom of the list for retraining. Should I just sit on my ass for 14yrs while Op's managers still grade you & choose who they want for A380 & now B787 courses. I know I now have an A330 B1 with ex. now, but no more training for another 7yrs, taking it to 21yrs since a Qantas type course. That is not fair either. Qantas should pay you back & give back your leave when they recognise your licence. Then you can go to the bottom of the list.	12/19/2017 9:57 AM
349	I am stuck on a quota and as LAME numbers are reduced the quota positions available is also reduced. Check coordinators are exempt even if they are doing office duties. No reward for being full B1 in base maintenance even through the training courses are for full B1/B2's. No transparency no quota position.	12/19/2017 9:56 AM
350	Bottleneck in quotas as existing LAMEs age/progress, but no new LAMES are made up (AME's not progressing to LAME) - so existing LAMES get any training spot rather than train an AME up on initial type, so existing LAMES advance up the grades and reach the quotas.	12/19/2017 9:54 AM
351	There should be an open register on the company intranet where clearly it shows quotas and number of LAMES WAITING to enter next levels. The system at the moment isn't functioning properly and every body is scrambling to find where they sit in the system. Also back pay has to be fought for.	12/19/2017 9:48 AM
352	starting level, more of a push to have everyone licence on the main types (ie 737 & A330) if you work domestic. Start B1 and B2 at the same level.	12/19/2017 9:45 AM
353	levels raising but unable to enter , if trained and recognised type must be paid scale.	12/19/2017 9:42 AM
354	Quotas - get rid of them. Progression through the quota levels	12/19/2017 9:38 AM
355	Quotas	12/19/2017 9:37 AM

Qantas Pay Structure/Training survey

356	Quotas	12/19/2017 9:35 AM
357	Unfair distribution of training slots.	12/19/2017 9:34 AM
358	firstly certifying for the 737 and receiving no payment for exercising the privileges of the licence. With the introduction of the Easa system, me being a B2 lame, I feel that my job security and development prospects are threatened by the scope that a b1 can certify into B2 systems. I therefore obtained my B1 737 licence but Qantas will not recognise it because there is nothing in the EBA that allows payment for both trades being paid together	12/19/2017 9:34 AM
359	No one starts on the early grades any more remove them and redo the grade numbers to suit as a start. the higher grades wouldn't then seem so high	12/19/2017 9:32 AM
360	I've had no pay rise for newer technology, ie wifi lfe bbj etc since polyenesian 738 training in 1999	12/19/2017 9:30 AM
361	The current pay system works until you reach the quotas. Once you reach the quotas you seem to be stuck there, unless you get training or an EBA.	12/19/2017 9:27 AM
362	Level caps	12/19/2017 9:25 AM
363	The selection process for courses is still flawed, the select group always get the training !	12/19/2017 9:25 AM
364	quota system	12/19/2017 9:22 AM
365	Complexity and some LAMEs getting paid a lot less than others for doing the same work	12/19/2017 9:20 AM
366	The current system unfairly holds down mechanical trades due to the total number and percentages capping a level. No consideration is taken into account for the apu being a seperate engine attached to the mechanical points allocation for a type.. service points mean nothing after level 14? What a joke. EIR have been well looked after.	12/19/2017 9:18 AM
367	Stagnant pay system due to quota's	12/19/2017 9:17 AM
368	I have risen through the levels for many years without any training, this is great. Every system has problem.	12/19/2017 9:15 AM
369	No day shift penalties for post 98 starters. Only get super on your base. Lose money when you are sick. New LAME levels are like almost 8-10 grades below what the average Lame is on. Even with service points, would take over 25yrs + before we reached a level greater than 10. By then we would retire	12/19/2017 9:15 AM
370	remuneration often does not reflect a persons worth, loyalty payments should not be worth more than 2 grades and max out. LAME's licence payment base payment should be increased and tail payment included encourage customer work. I'd prefer regular training which builds to all fleet LAME exposed to over time as required. I think it would be good for company to invest in their engineers without exhaustive prohibitive issues of type payments. There should be some difference reflected for accomplishing more licenses. The current grade system pushes young guys out the door.	12/19/2017 9:15 AM
371	quotas	12/19/2017 9:08 AM
372	Quoter system should of been scrapped.	12/19/2017 9:08 AM
373	Quota restrictions on too many people. The percentage for levels needs to be removed or revisited, and more grades added. We have an aging engineering population and as expected they are all blocking up in the upper grades just like we expected. Time for a change, or a complete new simplified wage structure or "Salary" like our competitors have. It seems to work better and doesn't get confused with exclusion removals and other odd add ons like in our system.	12/19/2017 9:08 AM
374	Quotas are blocked	12/19/2017 9:03 AM
375	Pay difference between bottom and top levels is too large (approx double). It's a different day and age, ame's don't get licensed straight out of their apprenticeship, therefore serving 10+ years service before starting at lame entry level grade.	12/19/2017 9:03 AM
376	Too many grades and too much difference between the highest and lowest pay grades. CASA training system is confusing and convoluted.	12/19/2017 9:02 AM
377	outdated does not reflect the new a/c and regulator standards	12/19/2017 9:02 AM
378	The restrictions to levels, if you are due for an increase due to years of service or training you should be allowed to progress.	12/19/2017 9:00 AM

Qantas Pay Structure/Training survey

379	Penalties when sick on a weekend are severe, for leave calculation etc qantas uses averages but if you're sick on a weekend they use actuals. Perhaps using sick leave in hours rather than 8 hour days would be better.	12/19/2017 8:56 AM
380	Quotas restrictions are unfair.	12/19/2017 8:54 AM
381	Quotas	12/19/2017 8:53 AM
382	being stuck in bne base maint limits the opportunity to be trained (and therefore get paid more) on the newer aircraft types compared to those members working in line maint.	12/19/2017 8:53 AM
383	Lack of transparency of where you sit in the structure and when any upgrades may take place. If you are actively signing for a type you should get paid.	12/19/2017 8:48 AM
384	It takes too long to get to the higher pay grades unless your lucky. Your super is not based on total income. Only base pay.	12/19/2017 8:42 AM
385	Quotas.	12/19/2017 8:42 AM
386	Quotas.	12/19/2017 8:39 AM
387	Too many to list	12/19/2017 8:36 AM
388	Lames currently can have same years of service same active licenses but paid vastly different 4grades. Due to quota levels. And different interpretations points given on initial license.	12/19/2017 8:34 AM
389	The quota system needs to be either increased or scrapped.	12/19/2017 8:31 AM
390	qantas,s problem is its top heavy , lames have been rewarded.	12/19/2017 8:31 AM
391	quota level restrictions, only being able to advance with type training. if your face doesn't fit, you do not advance	12/19/2017 8:31 AM
392	Cant go up a grade using service points once in quota capped posn.	12/19/2017 8:28 AM
393	Coming to a standstill due to quotas	12/19/2017 8:27 AM
394	Not everyone can reach the higher levels of pay	12/19/2017 8:27 AM
395	licence training should not be automatically subjected to pay increase	12/19/2017 8:26 AM
396	The quota levels. Make it unrestricted.	12/19/2017 8:23 AM
397	not a visible system and prone to mistakes from people who don't understand the system. i thought the initial idea was to increase pay for experience gained but that ended up being restricted	12/19/2017 8:22 AM
398	Locks people out . unfair	12/19/2017 8:21 AM
399	No recognition of years as a lame (experience) or type of experience. Line verses hangars.	12/19/2017 8:21 AM
400	Quotas	12/19/2017 8:21 AM
401	Quotas and low pay for new lames	12/19/2017 8:20 AM
402	Limit the amount of licenses a Lame can have and the selecting of a Lame for a type course is still controversial.	12/19/2017 8:19 AM
403	quotas	12/19/2017 8:18 AM
404	Quotas. Trade classification that does not exist in Casa Lic System. Qantas allowed to select quota locked lames for training on new types.	12/19/2017 8:18 AM
405	Equality to all who hold the same certification rights, remove quotas, if Qantas is not planning on trading Senior Lames as they have said in Melbourne they prefer the licenses on the floor make the position Quota Exempt such as DMM	12/19/2017 8:15 AM
406	Course selection still flawed	12/19/2017 8:13 AM
407	Long wait to progress into capped levels ie quotas need to be increased or lifted	12/19/2017 8:12 AM
408	Unable to move through the higher grades with years of service points. Lames with the same licenses on different levels due to gaining licenses at different times.	12/19/2017 8:12 AM
409	Not being recognised for any further training. Taking the initiative and completing training in the opposite trade stream to promote job security whilst being restricted from having it recognised.	12/19/2017 8:11 AM

Qantas Pay Structure/Training survey

410	Full B1 types are unrecognised for a considerable amount of extra work and responsibilities. Quotas	12/19/2017 8:11 AM
411	Unable to go up in levels as limited space available Visibility of where u sit in the system ,very hard to determine how many people in front of u	12/19/2017 8:00 AM
412	Too complicated and they are now able to train and the lame get no benefit because he is capped	12/19/2017 7:58 AM
413	The quota system.	12/19/2017 7:57 AM
414	Quotas	12/19/2017 7:56 AM
415	Open up the quotas	12/19/2017 7:53 AM
416	It's pretty much capped at level 12 at the moment	12/19/2017 7:53 AM
417	Quota exemptions for supervisors and dmm Everyone should not be capped	12/19/2017 7:51 AM
418	I think the current system is good but quotas are a big issue	12/19/2017 7:50 AM
419	Quota system	12/19/2017 7:50 AM
420	Quotas, not salaried	12/19/2017 7:49 AM
421	Too open to misinterpretation and different stations have used the system to the point of abuse while some stations have missed out on training .	12/19/2017 7:42 AM
422	Superannuation payments not synced to your actual gross wage Too many LAMES stuck by quota restrictions	12/19/2017 7:40 AM
423	The system is overly complex. To much emphasis on seniority. Our shift penalties are at risk. Quotas. Initial LAME starting pay is too low. Almost the same as highest AME and not even comparable to that of VA or JQ.	12/19/2017 7:40 AM
424	Canberra seems to be left behind in converting from the old lame system to the B1 type lame.	12/19/2017 7:39 AM
425	I believe lots of LAME's are stuck at the quote borders, unable to cross. Hard to know when you'll move up. Despite recent redundancies, no movement up the quota levels for anyone.	12/19/2017 7:33 AM
426	The huge back log in the quota system. I think a salary based pay may be good to reduce some problems. This would see maybe not a great deal of increase in wage immediately, but the increase in super would be beneficial to all members.	12/19/2017 7:32 AM
427	Historic issues with the implementation had LAMES now disadvantaged due what licenses they entered the new system. LAMES with more years of service but same licenses see them paid less than their colleges.	12/19/2017 7:30 AM
428	Bne heavy: single a/c type. years of service the only means to advance in pay structure	12/19/2017 7:30 AM
429	Advancement restrictions	12/19/2017 7:29 AM
430	Everyone qualified on type should be paid for that responsibility. Any quota payments should be aligned to a loyalty tier, years of service only. Possibly a two tier payments of type and years of service.	12/19/2017 7:27 AM
431	To reliant on penalty rates ...	12/19/2017 7:24 AM
432	Years of service should be recognised up to level 17 without quotas.	12/19/2017 7:17 AM
433	Unless you do acting leading hands or off shoot positions which obviously assist management you are over looked for training. Unless you are seen you are not heard.	12/19/2017 7:15 AM
434	Lack of training , lack of recruiting younger trainee, careful new system doesn't lead to more A licence / lower skills standard	12/19/2017 7:14 AM
435	Quotas...	12/19/2017 7:13 AM

Qantas Pay Structure/Training survey

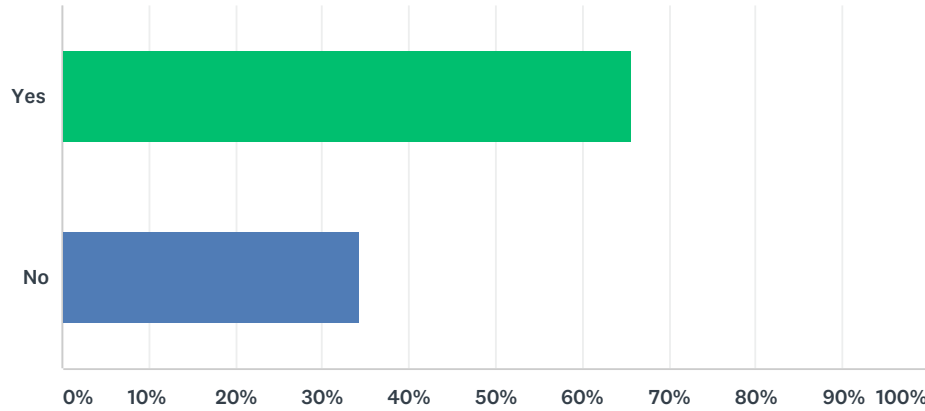
436	Current structure encourages older guys , like me, to take training spots to progress thru the grades (ie secure a pay rise outside of EBAs) as they are locked out due to quotas etc otherwise. I've not been trained for many years but recently guys in their 60s are being trained and I find that to be plainly ridiculous. However if offered a 787 I'd take it even though I really don't want it as I wish to secure a pay rise as it pushes up my super final average salary. Having been screwed over at Ansett my super only really started 15 years ago and it needs all the help it can get. There needs to be a way that older guys can progress and get pay rises without taking courses away from younger guys. Open up grades for over 55s for example but also have a cut off to encourage retirement and taking of a package when offered.	12/19/2017 7:10 AM
437	As the system is quite mature and no new LAMEs are about, most people are stuck in the restricted grades due to lack of training.	12/19/2017 7:09 AM
438	Over complicated	12/19/2017 7:05 AM
439	NOT TRANSPARENT	12/19/2017 7:04 AM
440	quota system level information not visible to members. I was pending upgrade and when I questioned HR I was put back to number 1 on the list.	12/19/2017 7:03 AM
441	Limited type training means its 4 years between level rises.	12/19/2017 7:02 AM
442	Backlog in the advancement of lower grades	12/19/2017 7:02 AM
443	The ability or restrictions to progress through the levels due to quotas. The company is also unable to maintain individuals situation/status in the system accurately and consistently	12/19/2017 7:01 AM
444	Entry level for single licensed (company aircraft type) well below industry standard. Salary required instead of shift penalties. Quotas are unfair , if you are qualified you should be payed that rate.	12/19/2017 7:01 AM
445	Quota.	12/19/2017 6:58 AM
446	Training LAMES is to expensive for company resulting in lack of training and opportunities for both LAMES and AMES	12/19/2017 6:55 AM
447	Progression of LAMEs through the various levels hampered by quota restrictions.	12/19/2017 6:55 AM
448	Issues with quota restrictions. A380 shouldn't be a bolt on. Mechanical staff getting radio payments but Avionics staff can't get mechanical payments	12/19/2017 6:53 AM
449	All counts on training.	12/19/2017 6:49 AM
450	Quotas	12/19/2017 6:49 AM
451	1.We need that ability to progress thru the leveis as incentive especially when you pick up a new type . 2.The 787 is more advanced than the 380 but if your lucky you may receive a pay rise as opposed to the bolt on payment the 380 gets . 3. There is no transparency with the current system ,we should be able to see our position at anytime . 4. The HR person in Melbourne is arrogant and aloof .	12/19/2017 6:47 AM
452	Quotas and restrictions on upper levels through training only	12/19/2017 6:46 AM
453	Same trade, same job function and same licence. Different pay rates as differing levels/quotas. I feel this is unfair.	12/19/2017 6:40 AM
454	Quota restriction, being able to jump multiple levels making it more difficult for those that can't, visibility of level quota status, usage of points (training vs service), obtaining information about the system	12/19/2017 6:38 AM
455	Quota control is really ridiculous, antiquated and only works to flatline lay levels. The range of pay is too wide from lowest to highest Training should not be tied to pay in order to remove the infighting and bias in selection.	12/19/2017 6:35 AM
456	Quotas need to be revised or removed.	12/19/2017 6:35 AM
457	The system is based on luck. Right place in the pay structure at the right time. Recently I have had several people in my crew with the same or less years of service and same trade stream pick up a new type licence which only brings them to the same number of licences as myself. They are now 2 grades higher than me and I was waiting for a grade jump for a lot longer than those people.	12/19/2017 6:34 AM
458	Restrictions due to quotas. No automatic recognition of external courses. Failure to recognise experience in the upper levels.	12/19/2017 6:33 AM
459	Low pay for new L.A.M.E.	12/19/2017 6:29 AM

Qantas Pay Structure/Training survey

460	No Quotas FUCKING SIMPLE!!! FUCKING JOKE OF A SYSTEM!!	12/19/2017 6:27 AM
461	Quota system crap	12/19/2017 6:26 AM
462	Open quotas	12/19/2017 6:24 AM
463	Quota system and not enough levels for progression	12/19/2017 6:23 AM
464	The pay structure is too spread out with the starting pay too low. Also shift penalties should be incorporated into base pay.	12/19/2017 6:23 AM
465	Too complicated	12/19/2017 6:20 AM
466	Quotas restrict pay progression	12/19/2017 6:20 AM
467	Backlog to level progression due to quotas	12/19/2017 6:17 AM
468	there should be no quotas	12/19/2017 6:17 AM
469	Too much of a left wing union structure, that does not allow people to further themselves.	12/19/2017 6:16 AM

Q16 Do you think the current system is too complicated?

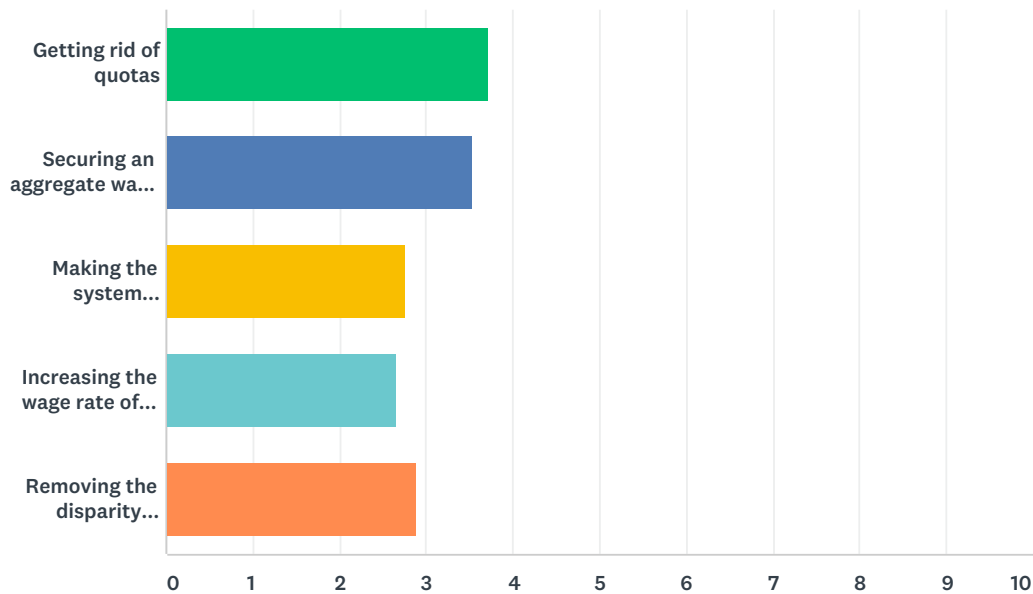
Answered: 575 Skipped: 57



ANSWER CHOICES	RESPONSES	
Yes	65.74%	378
No	34.26%	197
TOTAL		575

Q17 If there was a new pay system, substantial benefits could be gained by changes to the entire structure. Please rate the following potential benefits from 1-5 with 1 being the most important.

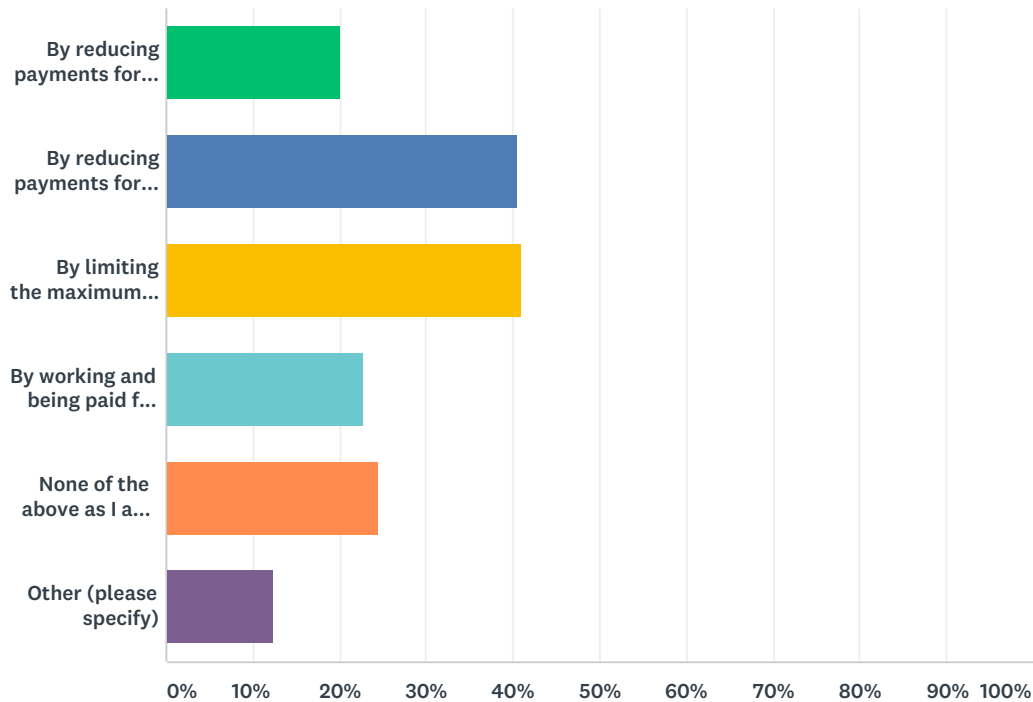
Answered: 568 Skipped: 64



	1	2	3	4	5	TOTAL	SCORE
Getting rid of quotas	39.37% 163	26.33% 109	13.29% 55	10.14% 42	10.87% 45	414	3.73
Securing an aggregate wage where no penalties were lost for sick or long service leave	35.63% 160	22.27% 100	15.81% 71	12.03% 54	14.25% 64	449	3.53
Making the system extremely simple	12.20% 55	15.74% 71	31.04% 140	19.29% 87	21.73% 98	451	2.77
Increasing the wage rate of the lower levels	10.38% 49	15.89% 75	22.46% 106	31.57% 149	19.70% 93	472	2.66
Removing the disparity between trades	18.22% 98	19.33% 104	20.26% 109	16.73% 90	25.46% 137	538	2.88

Q18 Of course any new wage structure would be costly to Qantas. They won't agree to any changes unless we are prepared to offset the benefits by making it cost effective for them. Which of the following areas do you think we could offer some concessions to offset any gains -

Answered: 568 Skipped: 64



ANSWER CHOICES	RESPONSES	
By reducing payments for new aircraft types	20.07%	114
By reducing payments for customer types	40.67%	231
By limiting the maximum total payment to the current level 17 rate	41.02%	233
By working and being paid for a 36 hour week instead of 38	22.71%	129
None of the above as I am happy with what we have got	24.47%	139
Other (please specify)	12.32%	70
Total Respondents: 568		

#	OTHER (PLEASE SPECIFY)	DATE
1	Flexibility around shifts to cater for high workloads	12/23/2017 6:03 PM
2	Reducing cost of dual licence and full B1	12/23/2017 5:23 PM
3	Get rid of day shift pre 96 penalties.	12/23/2017 4:35 PM
4	All these are suggesting we want less, but with the rising cost of living for some on the low quota scale it's getting impossible.pay professional is very limited already	12/23/2017 9:01 AM
5	Bring in a flat pay scale with 4 year increments. Add a type is no new payments.	12/22/2017 8:24 PM

Qantas Pay Structure/Training survey

6	Forego any claim on moving through the levels eg by one-off suspension of quotas as happened in previous EBA. Most people "owed" levels won't miss what they're not getting and unlikely to ever get.	12/22/2017 5:38 PM
7	Explore other roster options. Straight day shift, straight night shift etc.	12/22/2017 5:05 PM
8	Redundant licenses be absorbed with new training	12/22/2017 4:45 PM
9	I dont think they can complain about us wanting a little more considering the bonuses they gave themselves after we all took an 18 month pay freeze to help the "company" out	12/22/2017 3:20 PM
10	Get rid of R&D's	12/22/2017 1:17 PM
11	Dont need to reduce payment just bring bolton into points system	12/22/2017 10:03 AM
12	We have already implemented many changes in engineering without any reward	12/22/2017 9:37 AM
13	It does not need to cost more to ensure fairness. there does not need to be an increase in rates.	12/22/2017 7:13 AM
14	By slowly getting rid of receipt and despatch, it's mind blowing boring and can't be considered proper Aircraft maintenance.	12/21/2017 9:27 PM
15	Paid as a LAME not by how many Liccences you hold	12/21/2017 2:14 PM
16	A simple system would cost less to administer!	12/21/2017 7:47 AM
17	no payment for custome if QF operates the aircraft	12/21/2017 7:32 AM
18	See next question	12/20/2017 9:47 PM
19	No concessions! We should be payed for the quality we provide. Management at any level are quick to pay themselves. Where we actually perform a safety roll!	12/20/2017 3:13 PM
20	Not associating points to types and just getting points per year	12/20/2017 1:53 PM
21	eliminate type payments just progress through the grades by time as a qantas lame. this means the cost of lames is predictable and they can be trained on every type without immediate cost increase the only selection criterior then would be wether they made you a lame or not	12/20/2017 1:51 PM
22	Increase base payment but less for extra types	12/20/2017 1:40 PM
23	Considering the implications of future redundant type payment	12/20/2017 10:05 AM
24	We already have given two for one full b1 no extra, b1 and b2 one payment.	12/20/2017 6:40 AM
25	Pruning some of the dead wood.	12/20/2017 12:08 AM
26	Please see q14. Pay per years of certification only.. Aggregate wage.. No type payments, no customer payments, same hours of work..	12/19/2017 11:29 PM
27	Trading redundant licences for service points.	12/19/2017 10:29 PM
28	im happy with lower type/tail payments if it's incorporated as a result of a salary based wage where the bottom end is brought up a bit to current market rate (Virgin or Jetstar)	12/19/2017 8:13 PM
29	We have made record profits why do we have to give concessions? Did management give concessions on their bonuses?	12/19/2017 8:03 PM
30	none of the above , as i have fought long and hard to get what we have, dont reduce anything or give them our hours	12/19/2017 7:34 PM
31	Grandfathering of obsolete types when new training obtained. So, if a 767 or 744 was 4 points and a new gen is 5 or 6 points, then you receive the difference i.e.: 1 or 2 points.	12/19/2017 6:39 PM
32	Same payment regardless of A/C type or complexity	12/19/2017 6:28 PM
33	Removal of the points system completely.	12/19/2017 6:11 PM
34	Aggregate wage will create a more flexible work force	12/19/2017 4:41 PM
35	Offering reduced night shifts for those who are no longer interested in it	12/19/2017 3:19 PM
36	consider redundant licence system	12/19/2017 3:05 PM
37	Maybe move to a single bolt on payment for all customer types regardless of how many you hold.	12/19/2017 1:57 PM

Qantas Pay Structure/Training survey

38	Remove staff travel replace with current domestic an 1-2 confirmed international trips/year non accruing. Investigate how people re NDOJ beat duty travel	12/19/2017 1:35 PM
39	No customer payment if same as qf operated type eg A380, 787	12/19/2017 12:24 PM
40	Is there a point to changing the pay system if the cost is born by members	12/19/2017 12:13 PM
41	Removal of annual leave loading and other like payments to non shift workers.	12/19/2017 11:22 AM
42	Consider giving up despatch of transiting aircraft	12/19/2017 10:27 AM
43	Get rid of receipt and dispatch for a pay rise, also get rid of dry cleaning for a payrise	12/19/2017 10:19 AM
44	Give up receipt and dispatch, because everyone else is doing it, as long as there is no redundancies. Paying customer types on a pay per use basis and getting more people trained.	12/19/2017 10:12 AM
45	Salary, maybe 4 to 5 levels for experience not aircraft types	12/19/2017 9:57 AM
46	make the payment for avionics and a full B1 the same	12/19/2017 9:32 AM
47	Haven't been rewarded for working as an 'ame' on customer a/c or qf a/c	12/19/2017 9:30 AM
48	LAME'S should want to be trained, expect to be trained and paid well as a LAME Customer aircraft should be just another aircraft.	12/19/2017 9:15 AM
49	Two tier stream, One tier for 24/7 shift and one tier for all others	12/19/2017 9:09 AM
50	No giving anything up.	12/19/2017 9:08 AM
51	Not sure we should be giving things up, just convert what we have into a simplified system. Maybe reduce or remove the restriction removal payment for the B1/2 payment. If anything we need more grades as we venture into the future with possible A320, B777, A350 types ahead.	12/19/2017 9:08 AM
52	A pay system that would encourage the company to train their people without the big pay penalty as is now	12/19/2017 9:02 AM
53	Get rid of r and d	12/19/2017 8:55 AM
54	\$25 million	12/19/2017 8:22 AM
55	It seems that a select group of (friends) get ahead at the expense of qualifications/experience/self confidence. Look at how many older disregarded lames lower their output in line with their current situation	12/19/2017 8:21 AM
56	Cap the amount of type Licenses a Lame can have.	12/19/2017 8:19 AM
57	Giving up receipt and dispatch	12/19/2017 8:18 AM
58	4on 5off roster	12/19/2017 8:11 AM
59	Look at some form of redundant license scheme	12/19/2017 7:58 AM
60	Change quota requirement	12/19/2017 7:50 AM
61	Relinquish Transits which are no longer supported by Manufacturer or Regulator requirements	12/19/2017 7:49 AM
62	Maybe a tiered system that recognises years of service as a Lame, with no payments for training.	12/19/2017 7:32 AM
63	I don't know	12/19/2017 7:27 AM
64	Review structure for supervisors and above and maint watch. A simpler sysyem would require less HR resouces.	12/19/2017 7:10 AM
65	I'm happy with my pay at the moment, being selfish I wouldn't like to lose any payments for redundant licences and therefore reduce my pay. They made their money from me for years , being on a lower rate due to gutting my licences under the new system. (post 97) . I would like to see the lower level lames get a pay rise to meet the industry standard. Although I'm not caught in the quota system , I would like it removed.	12/19/2017 7:01 AM
66	Training more to increase effeciency	12/19/2017 6:47 AM
67	Include non payment benefits - staff travel, leave benefits, non type training	12/19/2017 6:38 AM
68	Current manning level and workload are a productivity gain for QANTAS.	12/19/2017 6:29 AM
69	PIA!!	12/19/2017 6:27 AM

Q19 What would you like a better pay system to look like?

Answered: 324 Skipped: 308

#	RESPONSES	DATE
1	Business type salary with more availability to tax offsets and advantages.	12/23/2017 6:25 PM
2	Would be happy with annual cpi pay increases built in instead of arguing over pay every eba. Guaranteed bonus for things like high company profit and not taking any sickies during a 12 month period.	12/23/2017 6:03 PM
3	Fair, consistant, transparent encouraging people to get training and responsibility for less reward making them better qualified more employable.	12/23/2017 5:23 PM
4	A salary.	12/23/2017 4:35 PM
5	Agregate wage system.	12/23/2017 4:27 PM
6	aggregate wage, service based progression, no licence or customer payments, no quota's	12/23/2017 4:01 PM
7	No penalties for people completing external training.	12/23/2017 3:38 PM
8	Basically a total wage would be desireable	12/23/2017 3:14 PM
9	Less pay levels. Similiar system to now but higher starting rate. Better pay levels for experienced LAME's so they get paid at a level they deserve and not base it on what ratings they have alone.	12/23/2017 3:14 PM
10	Easy to follow and understand	12/23/2017 2:16 PM
11	3 levels only based on years of service. No payment for training so people aren't killing each other to get on course.	12/23/2017 2:10 PM
12	Reducing the increments for type training so that it is not such a big thing to get training. More levels with much lesser increases in the pay system. Also, most important to me for job security equal rights for B1 and B2. Discrimination of B2 must stop and cross training must start. I understand that means a payfreez for some years for many B2.	12/23/2017 1:45 PM
13	Taking the highest level 18 payment but everyone being able to reach it after 30 years service with 6 pay increases every 5 years of service .	12/23/2017 1:44 PM
14	Based on qualifications experience and a fair system that can not be used to manipulate staff.	12/23/2017 1:29 PM
15	No quotas, no loss of penalties for long service leave or sick leave	12/23/2017 12:40 PM
16	Like virgins pay structure	12/23/2017 11:46 AM
17	Simple. One wage rate for everyone. No extra pay for courses.	12/23/2017 11:23 AM
18	Ability to progress in pay scale realistically	12/23/2017 9:01 AM
19	Just to go up a level for every 4 points no matter what.	12/23/2017 8:22 AM
20	remove quotas.	12/22/2017 9:52 PM
21	Remove penalty for training by going to existing 4 year increments with no quota. If they don't train you then you go up anyway.	12/22/2017 8:24 PM
22	All inclusive with a change in quotas to open up more slots	12/22/2017 6:38 PM
23	Simpler to understand and fair across the board without exception	12/22/2017 5:48 PM
24	Years of service recognised rather than each type, perhaps more training opportunities would be offered by the company.	12/22/2017 5:43 PM

Qantas Pay Structure/Training survey

25	No more "grandfathering": eg no pre- and post-1996 LAME discrimination, no pre- and post-EASA A380 payment systems. Bundle regularly received fortnightly allowances into a single payment (eg EASA recog, average OT, average shift). Replace levels with basic pay, skill payments (for airframe/engine types) and years of service payments with no restrictions or caps. Swap annual percentage payraises for annual recognition of years of service, with a sliding scale pay increase from one year of service to the next equivalent to 3% of whole of pay or CPI whichever is greater. If levels can't be removed: - No quotas on levels. - Get rid of levels 1 & 2: they're superfluous if a B1 initial license is Level 3 or Level 5.5 for a B2. Everyone drops back two levels (in name only, with no loss of pay, i.e. Level 3 = the new Level 1). - Retain Levels 16 & 17 if necessary to allow growth into these levels by opening quotas etc. - Now that B1's can certify for electrical privileges and B2's have lost some mechanical privileges under Part 66, there should be little or no disparity in levels between initial B1 & initial B2. - No restrictions on moving through the levels by years of service; otherwise get rid of recognition of years of service if it can't be applied equally to all. Super contributions to be 9.5% of whole of pay or as much of our pay as possible. Salary sacrifice home mortgages.	12/22/2017 5:38 PM
26	Purely years of service.	12/22/2017 5:05 PM
27	A fairer system where Lames don't cost too much to train	12/22/2017 4:45 PM
28	We need offsets like salary sacrifice for example healthcare built into the system to reduce our wage from the company but increase total benefits paid out to us.	12/22/2017 4:37 PM
29	A fair system, longevity and loyalty should be appreciated.	12/22/2017 3:53 PM
30	Years of service as LAME. No licence payments for types and the company trains everyone.	12/22/2017 3:49 PM
31	Years of service v's licence equality	12/22/2017 3:45 PM
32	Maybe a salary type system with no variance in pay for sick days, Isl. In saying that o/t would still be required for additional days/hours worked	12/22/2017 3:20 PM
33	Ref.Q17.	12/22/2017 3:10 PM
34	no quotas.	12/22/2017 1:50 PM
35	No quota levels and an averaged wage structure where sick and long service leave are not penalised. However Qantas reserves the right to limit the number of aircraft type licences due to operational requirements.	12/22/2017 1:19 PM
36	Wage aggregate No quotes No loss of current pay when switching over to a new system, Simpler level increase through retraining or years of service with out being disadvantaged or discriminated Everyone on a level pay structure between all trades as very little difference between the trades and work involved	12/22/2017 1:17 PM
37	Transparent and easy to flow where everyone is on same page. Same payment and level movements for all types. Being recognised and remunerated for having both a B1 and B2 on a type.	12/22/2017 1:17 PM
38	allan joyces	12/22/2017 12:39 PM
39	Fairer in regards to long service leave. We earn that long service doing our shift. We shouldn't be penalised for taking it on weekends/public holidays.	12/22/2017 12:05 PM
40	Similar to other airlines	12/22/2017 10:41 AM
41	Years of service only get level rises. Not so much type courses.	12/22/2017 10:40 AM
42	Be recognised and paid for qualifications and years of service.	12/22/2017 10:08 AM
43	Quotas opened every 4 years .service points once you have accumulated a certain amount go be changed to training points if you havent been given a course over a set time	12/22/2017 10:03 AM
44	No restrictions to pay levels (removal of quotas) & a new level 18 to accomodate the 787.	12/22/2017 9:37 AM
45	Fair, getting a pay increase when a course is recognized and no quota levels.	12/22/2017 9:24 AM
46	Simplified system with no disparity. Quota's removed.	12/22/2017 9:23 AM
47	Position in quota que visible. Stop people from doing there own training.	12/22/2017 9:22 AM
48	A wage averaged system where we don't lose money for sick or long service leave (especially over weekends) , free movement through grades with training and service points .	12/22/2017 8:55 AM

Qantas Pay Structure/Training survey

49	Simply paid for aircraft types currently in use. When aircraft type retires, get trained on a new one as replacement.	12/22/2017 8:47 AM
50	Apay slip that does not a degree in in accounting to figure it out Deductions to reflect actual hrs /on leave or worked	12/22/2017 8:28 AM
51	less restrictions to move through the grades	12/22/2017 7:13 AM
52	A more even structure between av and mech. Simple.	12/22/2017 6:35 AM
53	Salary with all LAME's being licenced on all current A/C types earning the same money. Maybe a bolt on for years of service. plus overtime	12/22/2017 6:32 AM
54	Uncapped and not based on type training but years of service. Pay increases made on DOJ on a yearly basis. Pay increase to be % of current wage i.e. 5%/annum	12/22/2017 5:57 AM
55	Insute	12/22/2017 5:12 AM
56	Better pay for new license Rescale the grades so they don't go so high. Include A380 & different customer types within the grade system.	12/22/2017 4:48 AM
57	I think by having a higher starting wage and then a small !0 payment per aircraft type rating held	12/21/2017 10:56 PM
58	unknown ?	12/21/2017 10:38 PM
59	A simplified system based broadly around an even balance between the LAME's year's of experience and current qualifications	12/21/2017 10:25 PM
60	Get rid of quotas. I think the grading system works except for quotas. We should get recognition for our total years of services with no quotas. It is discrimination against us that fall outside the numbers set by Qantas.	12/21/2017 9:59 PM
61	Progression with each licence gained combined with progressive payments recognising experience	12/21/2017 9:58 PM
62	Not sure	12/21/2017 9:44 PM
63	Grade increase every EBA and eliminate current training points and Service point system.	12/21/2017 9:39 PM
64	More recognition for off trade qualifications. They get the extra trade licenses for nothing	12/21/2017 9:29 PM
65	I can't comment on what it should look like, but I do know aircraft maintenance is hard work with terrible rosters (tried to get this X mas off - failed). Sometimes I don't think the pay is equal to all the effort.	12/21/2017 9:27 PM
66	Type training for more people and every two years a level increase	12/21/2017 9:25 PM
67	Higher Base Maintenance payments and redundancy being offered to Engineers other than Line .	12/21/2017 9:18 PM
68	No pay loss for certificated sick leave.	12/21/2017 9:13 PM
69	Salary with penalty rates built in, advance through increment by years of service and license payments removed so training is done to benefit the company without the sting of wage increase = more training as is the case in Europe! superannuation reflected on take home pay (including penalties / real wage not base rate)	12/21/2017 9:12 PM
70	Change in this case would not benefit the majority of ALAEA members	12/21/2017 8:15 PM
71	A pay system that makes it fair for people to progress through pay scales even though they are overlooked for training.	12/21/2017 6:42 PM
72	No quotas, Level rise every 4 yrs No extra for new licence types Level 17 max	12/21/2017 4:18 PM
73	5 years each pay grade as continuous LAME up to 20 years then final LEVEL 5 (ie 20 years service as a LAME) Additional bolt on as a S/LAME or Supervisor. Reduce from S/LAME, Supervisor, DMM to Supervisor. LEVEL 1 - 150k increase 5 K per level til maxed out at 175K all inclusive. this wage include LSL and Sick Paid as per Roster. No penalty rates. Any roster they want from a suite of 5 Selections. eg 4/4 on/off, 4/5, 9/3, 4/3/4/3/4/6etc. Supervisor at 15k per year add on.	12/21/2017 2:14 PM
74	None	12/21/2017 1:36 PM
75	Removing quotas would allow Engineers to be paid for their training. A pay system where older Engineers don't need to take training spots of younger Engineers, would benefit the younger guys job security and the company would benefit from longer service for their spend on training.	12/21/2017 1:04 PM

Qantas Pay Structure/Training survey

76	fairer	12/21/2017 11:44 AM
77	<p> Paid a substantial amount to be a lame, while only receiving a small amount for extra types. This would stop people climbing over each other for courses, and stop people accepting courses if they don't genuinely want to do it, ie only doing it for the money </p>	12/21/2017 11:25 AM
78	<p> Something that considers our future better The current system prices us out of our jobs </p>	12/21/2017 11:16 AM
79	<p> I would like to see a System where Type Training does not equate to a Points or Payment. This would allow Qantas to train as many LAMEs as they should want without ongoing costs. However to counteract this, a Level System where there are no 'Quotas' and you advance every 4 years of service, regardless. </p>	12/21/2017 9:52 AM
80	<p> Maybe a salary that is not driven by aircraft types for progression. Then more people will be trained and the experience base will increase and the competition for managers time to get your name on the top of the list for the next course will stop. Younger AME's might get a chance. </p>	12/21/2017 8:13 AM
81	<p> Better payment for cross trade credits B1 + B2 and vice versa. Incorporate shift penalties in to your wage for shift workers. </p>	12/21/2017 8:01 AM
82	<p> A more streamlined version of what we have , without quotas & without tail payments. </p>	12/21/2017 7:47 AM
83	<p> Salary with levels based on years of service with smaller customer/licence payments. Main salary higher.. years of service/customer/licence payments all lower. </p>	12/21/2017 7:40 AM
84	<p> Structured so Avionics and Mechanical are identical in pay scale for years of service as an RPT LAME. Annual increase in pay level with no Quotas..No/reduced type payments in lieu of annual increase..training guarantee for all akka Virgin EA. No loss of pay for sick/long service leave </p>	12/21/2017 7:35 AM
85	<p> clear and simple recognition for years of service, position (ie SNR LAME, MAINT SUP and DMM), no double dipping, payment for each aircraft type once only ie not for customer A/C also </p>	12/21/2017 7:32 AM
86	<p> Fair, easier for Ames to enter LAME system (ie get company course) </p>	12/21/2017 7:13 AM
87	<p> No quotas </p>	12/21/2017 6:00 AM
88	<p> Where my pay grows over the years to keep up with everything else that in increasing in price </p>	12/21/2017 5:00 AM
89	<p> Not everyone accepting a wage freeze so the CEO can cash in!! </p>	12/21/2017 1:06 AM
90	<p> Maybe 3 LAME Levels depending on experience... I would like to see an aggregate annual wage like Virgin Tech. Even a fixed salary with no license payments, but everyone gets type training within a certain time frame. NO MORE QUOTAS! </p>	12/20/2017 11:18 PM
91	<p> More simplified with no quotas </p>	12/20/2017 10:42 PM
92	<p> Simple and transparent </p>	12/20/2017 10:27 PM
93	<p> Less levels Aggregate wage A system that genuinely encourages further training by the company.... This may go against the culture we have at QF however lower increases for New types may encourage more training. </p>	12/20/2017 10:02 PM
94	<p> Less grades and progression through years of service. ie every 5 years. But make the jumps worth the wait. Include training and a training payment if the company does not train you in a fair amount of time. So training would be cheaper for the company. And the guys would benefit from more training </p>	12/20/2017 9:47 PM
95	<p> ? </p>	12/20/2017 9:00 PM
96	<p> Only as an example,(dollar rates to be changed), but a LAME with all qantas types in the respective trade(full B1 or B2) is on max all in salary of \$250K, and a brand new LAME from AME starts on 70% of \$250K and the salary progresses until all types are attained. Superannuation to be paid on this amount. This is to encourage the company to commit to completing all training of the LAME within a 5 year period. All customer payments to remain bolt on payments, and only eligible after 5 years as a LAME, with all Qantas types. Again to encourage qantas to keep Training LAMEs. If a LAME becomes either a full B1 or B2 in their opposite trade, it would attract an annual payment of \$50K, as they are really getting two LAMEs for the price of one. But does the union want more or less members, because the more dual trade LAMEs Qantas has, the less members the union will ultimately have. Nice to be dual trade in contractor world, but not in a big company, as it puts more pressure on the guys who remain, and doesn't encourage a larger LAME workforce. </p>	12/20/2017 8:58 PM
97	<p> Not sure </p>	12/20/2017 8:51 PM

Qantas Pay Structure/Training survey

98	Less pay for redundant licences More pay for qualitative output	12/20/2017 8:35 PM
99	Salary & service points with no restrictions	12/20/2017 7:59 PM
100	No quota, increase to any level using years of service	12/20/2017 7:54 PM
101	No comment at this time	12/20/2017 7:53 PM
102	Simple and both trades paid same irrelevant of licenses.	12/20/2017 7:37 PM
103	Total wage system	12/20/2017 7:26 PM
104	An aggregated wage based on a formula of years of service and number of types. Customer to paid as currently as taol payment or allowance. That wage rate to be paid as a pure weekly rate, ie annual gross divided by 52 weeks.	12/20/2017 7:20 PM
105	At higher levels where only training points will allow transition,we could transition using service points but at a half rate , so a level would be 8 points instead of 4 . So if training was to not eventuate at least a level would happen every 8 years	12/20/2017 6:30 PM
106	Pretty similar to existing but without quotas	12/20/2017 6:11 PM
107	something that allows a greater increase than inflation.	12/20/2017 6:00 PM
108	not sure	12/20/2017 4:42 PM
109	Progressing through grades with either service points or training, limited to 1 grade per 4 years , no quotas.	12/20/2017 4:08 PM
110	One where I have a hope of advancing behind my current level based on service and experience, not waiting for grades to open up and hoping I'm in a position to capitalise if and when they do.	12/20/2017 4:03 PM
111	Removal of quotas and fair reward for number of types you sign for not just how many years you have been there	12/20/2017 3:39 PM
112	One that is fair for all, service points count for all when moving levels, not just DMMs etc. Get rid of quota restrictions. Make it simpler so that each trade can access every level. Regarding training points, if you can get points for a radio licence, why cant an Engine guy get one for APU?	12/20/2017 3:13 PM
113	We either have a system that pays per type rating as it is now or per years as a L.A.M.E then a tack on for service with the company.	12/20/2017 3:13 PM
114	Happy the way it is	12/20/2017 3:09 PM
115	same pay level depend on the years of service.	12/20/2017 3:02 PM
116	Unknown	12/20/2017 2:21 PM
117	More recognition for a B1/B2 payment and no quotas.	12/20/2017 2:04 PM
118	Everyone gets a new type licence for the period of the eba. 2 training points and one service point per year regardless. no quotas. B1 to B2 externally trained to be recognised.....and better status for staff travel. One of payment and some extra points for recognition of all the guys who saved them money in doing course on their own their Back	12/20/2017 1:53 PM
119	no quotas	12/20/2017 1:52 PM
120	I would like to see a graded system based on years as a Qantas lame no quotas and progression at 4 yearly intervals to a maximum somewhere near level 17. Annualising the pay and removing the loss of penalties from sick leave and long service leave. B1 and B2 to have same pay rate even though the B2 is now a substantially lesser qualification.	12/20/2017 1:51 PM
121	Parity between trades and equal penalty rates regardless of start date.	12/20/2017 1:21 PM
122	Have a higher set salary with additional payments per aircraft B license. Negotiate removal of years of service points if higher set salary is acceptable as a trade off. Remove quota caps. The current pay system was designed when we had a less diverse fleet. Less aircraft types. We now have more aircraft types.	12/20/2017 12:04 PM
123	Like Virgin Annual salary	12/20/2017 11:57 AM
124	Built in health insurance . Total wage so Qantas would be advantaged to train you up on new aircraft to get total benifit.	12/20/2017 11:57 AM

Qantas Pay Structure/Training survey

125	Current system with removal of quotas and retaining level 17 as max. All aircraft types should be 4 points for airframe and engine getting rid of the single new generation point.	12/20/2017 11:26 AM
126	The denial to progress through the pay structure upon addition of competencies	12/20/2017 10:05 AM
127	no quota positions	12/20/2017 9:56 AM
128	Performance based with none performers held accountable as I feel they are untouchable and the same good workers get flogged while the lazy ones avoid work.	12/20/2017 9:45 AM
129	Payments for future training and small increase for years of service	12/20/2017 9:11 AM
130	make it easier to understand	12/20/2017 8:40 AM
131	Simple, effective and fair. One that makes commercial sense for the airline. One that has longevity without having to be revisited in a decade. One that has worked elsewhere.	12/20/2017 7:46 AM
132	SIMILAR STRUCTURE - BUT NEED GRADE 18 & 19 & IN THE FUTURE - 20 ADDED. WE HAVE BEEN BEHIND IN PAY FOR YEARS NOW.	12/20/2017 7:11 AM
133	A higher starting level. I feel I will never overtake our fellow engineers at jetstar and virgin in our current environment.	12/20/2017 7:07 AM
134	Paid for the licences you have	12/20/2017 7:07 AM
135	Why not 7 level system. each level being a license of B1/B2 dual. If the engineer is B1 limited or only B2 full level payment for engineer making the company train everyone up to full B1/B2 on type.	12/20/2017 6:40 AM
136	More base pay	12/20/2017 4:23 AM
137	One that giv s me the same money and opportunities as those on line. Heavy always gets the dregs and I'm sick of it.	12/20/2017 12:08 AM
138	Please see q14. 6 pay grades.. 0-5, 5-10, 10-15, 15-20, 20-25, 25+ as a certifier.. Aggregate wage. Simples!!	12/19/2017 11:29 PM
139	maximum allow 4 type rating payment .	12/19/2017 10:56 PM
140	something simpler!	12/19/2017 10:31 PM
141	Experience (grp 20) based with limited license payments. Definitely aggregate wage.	12/19/2017 10:29 PM
142	A salary to include sick leave and long service leave. I currently have 16 service points I cant use so qantas gets my years of experience without extra payment, cosideration needs to look at this. Better recognition of cert 4 trainers. salary also needs to look at rosters. perhaps we should have a standard roster 4on 4 off to go with salary. makes it simpler for payroll.	12/19/2017 10:03 PM
143	train every lame on everything in exchange for say " fleet pay "	12/19/2017 10:00 PM
144	Something simple and easy to follow that has minimal disparity between trade streams.	12/19/2017 9:53 PM
145	Being level17 I'm happy with what I have. I realise that the base wage needs raising to reflect the responsibilities of the profession and I understand the need to remove some quota restrictions. In a lot of ways the current pay system is outdated and could do with a refresh that reflects the world today. What ever you do I would expect my pay to not be reduced.	12/19/2017 9:30 PM
146	progressing through the grades with no quotas and no training quotas	12/19/2017 9:24 PM
147	More visibility of points status. Quotas, if we must have them, to be recalibrated to minimise the inequality of the trade streams. Better progression of the (pitifully few) junior members	12/19/2017 9:16 PM
148	One that's coupled to the CPI.	12/19/2017 9:11 PM
149	Recognizing service in aviation & in Qantas	12/19/2017 9:06 PM
150	HIGHER BASE RATE FOR FIRST TYPE, SERVICE POINTS TO BE USED TO HIGHER GRADE LEVELS ,	12/19/2017 8:57 PM
151	Security and experience based level rise not just type	12/19/2017 8:18 PM
152	Easier/quicker to progress through the grades	12/19/2017 8:15 PM

Qantas Pay Structure/Training survey

153	Realistically, I get paid fairly well for what I do and the lifestyle I have! I'm a level 8, couple of tails payments (4 types full B1) and will earn around 160 this year. For me, I would like to see, Salary/annualized wage, meaning overtime, long service and sick leave all paid off the same hourly rate. That's the one most important thing for me. I think there's good parts of our pay system but it goes too far. Perhaps as a trade off for an annualized wage, payments for types and tails can be reduced or maybe capped. Eg (rates just pulled out my arse) Initial \$140,000 +1 type \$150,000 +2 types \$160,000 More types, that's your choice, no extra payment, aircraft type doesn't matter either, Cessna or 380, same payment, different trade stream or customer jet, same payment etc etc Once again the service points aren't terrible, it just needs to be reeled in! Maybe just have a 1 off experience payment, 10 years as a lame equals a pay rise on your base. Once off, and only a reasonable jump. For me, like I said, it would be great to be paid at level 17, that being \$195 grand before any tail payments, snr or dmm payments etc etc, but that's a metric shit tonne of cash for what we enjoy in work life balance. We are highly trained and have a lot of pressure to get it right the first time every time, we are worth the money, but if the top end needs to be trimmed a little to benefit not only the lower end now, but into the future, it would be great to see. Just my two cents, I know there's some holes in my theory, but I did my best within the survey limits to explain! I don't envy your position sorting all the shit out! Thanks again for what you do!	12/19/2017 8:13 PM
154	A tiered system based on time served, i.e. experience level and not being a chosen one that gets additional customer training etc	12/19/2017 8:12 PM
155	a continuing logical progression of my career at Qantas	12/19/2017 8:03 PM
156	Not being locked out of progressing through levels, using service points. Currently have 10 service points not increasing to next level, would require myself to take a course e.g. B787 to get a level jump, B787 should go to a younger engineer that will the company value for money.	12/19/2017 7:49 PM
157	Recognise experience. that what Qantas is on about now. use this mentoring that Qantas are talking about as a way to increase our pay. licence type payment increases are over.	12/19/2017 7:34 PM
158	No quotas	12/19/2017 7:21 PM
159	Close the gap between top level and bottom level lames.	12/19/2017 7:05 PM
160	A quicker progression to fairer pay grades achieved through ongoing training and experience culminating with employees with similar skills/training/experience on equal pay scales.	12/19/2017 6:55 PM
161	Higher initial payment. Additional types reduced, you may have multiple types, but you are only signing for work carried out IAW approved documentation. There should be recognition of documentation proficiency, as this is where time is lost. Is there any way to overcome the difficulty in job sharing under the current EA as superannuation is affected by reducing hours in transition to retirement. Losing, due to lack of flexibility, highly experienced LAMEs whose knowledge contributes to more efficient operations.	12/19/2017 6:51 PM
162	Similar to current system with grandfathering clause instead of quota restrictions. No prospects of AME's becoming LAME's anytime soon, so higher entry levels not that important IMHO.	12/19/2017 6:39 PM
163	I think starting from scratch. e.g. Get a payment for the 1st type not the 2nd. Pay for 3rd not 4th. One extra payment for any extra types. Pay for A/C regardless of engine or APU type. Have a fixed customer bolt on system similar to wage structure. Within the QF system, levels act like a Check valve once 3 types paid for can't revert back to 2. Once a licence becomes redundant it is up to the company to train and replace the redundant licence no loss of payment but a 1 for swap. All Seniors to be paid for 3/4 licences. All Supervisors and DMM's to be paid for 4+ licences regardless of actual number held.	12/19/2017 6:28 PM
164	A system that would not be restrictive to career advancement (type license training) simply because it's too expensive for the company to pay you more each time you get a new license. This would also see more AME's get trained up as LAME's - something that rarely happens now.	12/19/2017 6:11 PM
165	Pay levels lining up with years of service as a lame ervalent to the number of licenses you hold	12/19/2017 5:58 PM
166	Less levels. No loss of pay using long service leave. No quotas. Salary. Less loss of pay when sick on weekends. Years of experience more important than licence types or numbers. Clear and easy understanding on when you go up to next level.	12/19/2017 5:09 PM
167	Simpler	12/19/2017 4:53 PM
168	No payment for training. Initial Lame to be paid at level 10 wage. Pay level to increase every two years to a maximum of level 17 equivalent pay. No payment for training or additional types but Lame agrees to be trained where needed.	12/19/2017 4:51 PM

Qantas Pay Structure/Training survey

169	The Virgin Tech model will be a good start.	12/19/2017 4:50 PM
170	Aggregate wage (no penalty rates). Payment received for Licence Type endorsements (Unused endorsements become unpaid when replaced with another aircraft type). One customer tail payment for all airlines operating the same aircraft type (regardless of engine type fitted) unless Qantas type endorsement already held, then no tail payment (this would benefit both Qantas & customers).	12/19/2017 4:41 PM
171	any combination of service and/or training points allow unlimited upward movement. The pay grades could be looked at over the spread of the new grading system	12/19/2017 4:39 PM
172	average salary	12/19/2017 4:38 PM
173	fair for everyone	12/19/2017 4:14 PM
174	???	12/19/2017 4:05 PM
175	Licences and experience should be factored in our wage structure	12/19/2017 4:03 PM
176	Not sure	12/19/2017 3:19 PM
177	A system which encourages the company to train greater numbers without worrying about cost of each successive license. Thereby increasing a LAME's versatility and value to the company by having multiple types.	12/19/2017 3:18 PM
178	Aggregate wage system, to ensure my shift penalties are included in my super wage. as there are no areas in Syd for a LAME to work that's not shift.	12/19/2017 3:05 PM
179	I feel that the level system we have recognises the training and skills that we have attained and rewards the effort and sacrifices we have made to better ourselves. I think we could simplify the system by removing shift penalty discrimination, sharing it equally amongst the members, which will not poise any cost to the company.	12/19/2017 3:01 PM
180	Pay the same for a b1 as a b2 10 levels no quoota's move up every 4 years small increase or level jumps for training	12/19/2017 2:58 PM
181	Years of experience X basic school types Xand the types that you work Such as group 20 /21 aircrafts	12/19/2017 2:58 PM
182	Shrink the gap between the bottom and the top	12/19/2017 2:53 PM
183	N/A	12/19/2017 2:47 PM
184	Removing quotas and allowing progression with service points	12/19/2017 2:44 PM
185	No quotas and avionics/ mechanical trades same pay rates.	12/19/2017 2:39 PM
186	Lower levels getting paid more as they do the same work but get paid less!	12/19/2017 2:31 PM
187	A fairer system to all	12/19/2017 2:27 PM
188	Progression based on years of service only with no level quotas. Type training to be a total different issue.	12/19/2017 2:24 PM
189	Fair to all working at Qantas	12/19/2017 2:22 PM
190	Get rid of staff travel and give an increase so we can use our leave as a full service passenger.	12/19/2017 1:40 PM
191	As above, a decent starting pay, an base level increase after a set period of time to recognise service and a payment for more than 1 licence. No payment attached to training of individual types and that would see an end to the ridiculous circus that goes on every time new courses EOI are advertised. It would be in the companys interest to do more training to a broader range of all LAMES rather than the popularity contest it usually is.	12/19/2017 1:37 PM
192	Aggregate wage. Years of service based pay scale with no quotas. More salary sacrifice options, health, home loans ect.	12/19/2017 1:35 PM
193	Virgin's	12/19/2017 1:20 PM
194	More based on years of service than licensing/training.	12/19/2017 1:16 PM
195	A simple and equitable system that allows grade progression and equal trade payments. You should be able to reach the top grades by 40 years service easily	12/19/2017 1:14 PM
196	No quotas	12/19/2017 1:10 PM

Qantas Pay Structure/Training survey

197	Standard payment for all Lames	12/19/2017 12:58 PM
198	Similar to virgin.	12/19/2017 12:44 PM
199	Simple system which recognises experience and has identified promotional levels.	12/19/2017 12:44 PM
200	A experience structure plus a skill recognition structure Full B1 Vs part B1 The B2 payment... ?? Limited Type payments or accumulated types. No extra payment for engines. So the company may train all engine types fitted to attract customer work. Perfect example is the 777 payment system. The cost limits which contacts are chased. . We do not want to do away with penalty rates. A look at the Federal Police award and when they absorbed shift penaltys has now been eroded to nothing.	12/19/2017 12:41 PM
201	Salary	12/19/2017 12:40 PM
202	A system that recognised all training and years of service, why should I be paid differently to someone who has the same qualifications just because they earned their points in a different order	12/19/2017 12:39 PM
203	more even and fair	12/19/2017 12:27 PM
204	Training not main way to advance through grades so that company would be inclined to train more people	12/19/2017 12:24 PM
205	New levels 18 and 19.	12/19/2017 12:23 PM
206	A nice simple graded pay structure. No bolt ons. No quotas. No training only upper grades.	12/19/2017 12:16 PM
207	Quotas need to be addressed, as people's leave the business it's impossible to move up , that is by design though	12/19/2017 12:13 PM
208	More levels and movement through levels based on years of service in lieu of no training.	12/19/2017 12:12 PM
209	Fair pay for training received and being used on a day-to-day basis. Payment for cross trade licences	12/19/2017 12:09 PM
210	Simple to understand	12/19/2017 12:06 PM
211	Leave it alone.	12/19/2017 12:03 PM
212	Get rid of quotas and bring in something like the virgin pay structure	12/19/2017 11:44 AM
213	One that is fair and one that recognises new qualifications and added responsibilities.	12/19/2017 11:43 AM
214	Total wage with progression every four years. No increase for training or types.	12/19/2017 11:42 AM
215	No quota.	12/19/2017 11:41 AM
216	Salary based along the lines of the VA award. Provide salary allowance for training, health care, mortgage etc	12/19/2017 11:36 AM
217	No quotas	12/19/2017 11:31 AM
218	A more level play structure. If most LAMES were being paid a similar wage it would be a fairer system. Having a salary based pay would also help.	12/19/2017 11:26 AM
219	An open fairer systems where everyone get the opportunity to get equal training and equal pay	12/19/2017 11:24 AM
220	Flexible enough to account for company training and experience, and external training but with a simpler structure, and no quotas Removal of annual leave loadings and other like payments to non shift workers to compensate employer for a higher cost pay system.	12/19/2017 11:22 AM
221	Simple for everyone	12/19/2017 11:22 AM
222	A salary with no loss for sick days and long service leave	12/19/2017 11:17 AM
223	SIMPLE AND FAIR	12/19/2017 11:16 AM
224	If the payment was removed for each additional aircraft type after (after a maximum, say 3) I would imagine the company wouldn't hesitate in training as many people as possible on new types as you see in other companies around the world. As it stands, the local business unit needs to do a business case to support additional licences.	12/19/2017 11:04 AM
225	Same as now , without quotas.	12/19/2017 10:59 AM

Qantas Pay Structure/Training survey

226	Tiered Level, single licence, dual licence, multi-licence. With the removal of payments for each type training would not be as easy to come by. They have forced the workforce into training themselves which disadvantages those unable to do so off their own back due personal financial situations.	12/19/2017 10:57 AM
227	Training recognition is for hard work and reflected in pay in the pay structure. The same individuals receive the training and inequality is the largest I have ever seen it. Lames waiting there time to move through pay levels should not be disadvantaged under any new structure	12/19/2017 10:56 AM
228	Ongoing, uncapped progression without limiting to a level	12/19/2017 10:49 AM
229	Aggregate wage	12/19/2017 10:47 AM
230	something that rewards older guys with lots of wasted service points who would rather not do any further training	12/19/2017 10:44 AM
231	Not sure	12/19/2017 10:42 AM
232	Simple, easy to understand	12/19/2017 10:35 AM
233	Fair share of public holidays off for each shift pillar. No quotas. Progressive pay to acknowledge experience level.	12/19/2017 10:30 AM
234	One where I have much more certainty of a level increase for new type training regardless of level I'm in.	12/19/2017 10:27 AM
235	.?	12/19/2017 10:19 AM
236	No Idea.	12/19/2017 10:18 AM
237	Levels 1-10. 10 being every licence both types in the fleet and Work back from that to 1 being initial single licence	12/19/2017 10:17 AM
238	I think we should be looking closer at other forms of benefits apart from money. Better Staff travel, access to First class ticketing and lounges for Supervisors grades and up.	12/19/2017 10:12 AM
239	Aggregate wage based on the levels we currently have	12/19/2017 10:09 AM
240	Possibly based on the Virgin model	12/19/2017 10:06 AM
241	Salary, maybe 4 to 5 levels for experience not aircraft types	12/19/2017 9:57 AM
242	I'm happy with the current system, just need more clarity, easier to access system to see position vacancy and quotas	12/19/2017 9:48 AM
243	One that encourages the company to start training people. Get away from a system where someone has 5 licenses and some one else with the same amount of service has 2.	12/19/2017 9:45 AM
244	paid for training I achived and not stuck at levels.	12/19/2017 9:42 AM
245	Fair and equitable progression through the levels. Get rid of the quotas (they're not fair!). Service points should be allowed to be used to progress through all levels.	12/19/2017 9:38 AM
246	Similar to Jetstar and virgin where it's pay per type with systems in place to ensure no licence stacking and fair distribution of licences and wages. Replace retired types with new licences within a set time frame and using A licences as a career step.	12/19/2017 9:34 AM
247	maybe going up levels every fours years regardless of training, that way they can train us on all types and have greater flexibility with there work force,	12/19/2017 9:34 AM
248	To actually be better than the current system. Not just change for the sake of change. If you remember the old structure, don't head back in a similar direction. Most LAME's are still better off on this system, so a change for the sake of change may not make things better.	12/19/2017 9:32 AM
249	Be able to redeem your service points for a pay rise and be paid for your experience and knowledge, I have never been approached for b1 training or new type training in over 17 years	12/19/2017 9:30 AM
250	Something similar to the Virgin one.	12/19/2017 9:27 AM
251	Simple to understand Pay increase for lower levels	12/19/2017 9:25 AM
252	aggregate wage	12/19/2017 9:22 AM

Qantas Pay Structure/Training survey

253	More equality amongst all LAMEs for average wage - not as many levels between new starters and top level(maybe 5 or 6 levels only) Still needs recognition of service and experience for upper levels	12/19/2017 9:20 AM
254	Continual recognition of years of service and qualifications based on licences held whether active or not	12/19/2017 9:17 AM
255	Bruce spent a lot of time on this current pay, Qantas thought it was great, they now don't like it because it is great for us. We are getting paid for redundant license, we go up a grade for years of service. And if we are lucky enough to get trained up again. Leave it alone!	12/19/2017 9:15 AM
256	All Lames have equal pay, Seniors supervisor and DMM to retain their payments. Equal shift penalties Overtime to stay at double dollars.	12/19/2017 9:15 AM
257	Limit loyalty recognition Be exposed to Licence training on all aircraft over time at port. Better LAME base pay reduced type reflection.	12/19/2017 9:15 AM
258	as per Q18	12/19/2017 9:09 AM
259	There was a system discussed in our port about a system consisting of levels. An individual would jump a grade every 5 years regardless of training on types. This system could consist of 1-10 grades which would cover employees who stay for 40 years or more, as we do! Each person would translate in at their current pay level (including tail payments) or years of service as to not be disadvantaged (whichever one works better for all). There would be no quotas or add on payments either. Rather simple really. This system may be better suited to the aging LAME but it would also protect the younger ones, which there are not many in Qantas for the future, more so if it were to be a salary based system which includes shift penalties. As we know these are time limited items. So every 5 years you would jump a grade regardless of type training or not, but the advantage is for Qantas. They can train you on multiple types in that 5 years and not have to pay you any more! They can calculate future wages for all engineers rather easily. So it gives us a safe salary based future and allows Qantas to fence off our wage structure! This would allow for future aircraft like the B777, A320, A350, etc.	12/19/2017 9:08 AM
260	A fare system	12/19/2017 9:03 AM
261	Salary based system might be beneficial to explore.	12/19/2017 9:03 AM
262	A fairer system where the lowest paid LAME's aren't below that of an AME and the highest aren't well above the \$200k mark, both a 38 hour week.	12/19/2017 9:02 AM
263	simple would be the wish but any value added pay system requires rules our current system appears simple on the first glance but the legacy items create the difficulty can we reset the current system and delete some of the old items	12/19/2017 9:02 AM
264	No idea	12/19/2017 9:00 AM
265	Average salary	12/19/2017 8:56 AM
266	Shift penalty included in base salary base on 38 hours/ week	12/19/2017 8:53 AM
267	guaranteed progression based on years of service - less than the current 4 years wait - even into the higher levels currently controlled by quotas. ie: reduce the value of training points and increase the value of service points. award a level increase upon promotion to senior lame / check coord / dmm (may need to review and tweak the associated allowances as a result). with regard to increasing the entry level to the scale - that has not been relevant to bne bm for about the past 5 years because i dont think we have seen an ame made up into lame in that time and no apparent prospect of it happening any time soon. at the end of the day, a change in the pay system will get my support if it results in a better remuneration for me over the medium to long term.	12/19/2017 8:53 AM
268	As Above. Not losing penalties for sick and long service leave. Getting paid super at total wage rate not base.	12/19/2017 8:42 AM
269	One with performance management included	12/19/2017 8:42 AM
270	Don't know	12/19/2017 8:36 AM

Qantas Pay Structure/Training survey

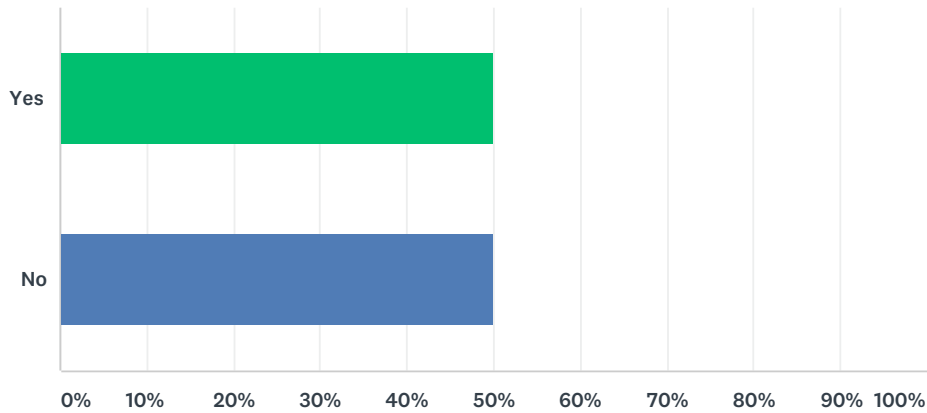
271	All lames licensed on everything and payed on a system of years of experience. 4 teir 5year 10 year and so on. Payed a training bonus (overtime for study) as incentive to pass. Currently people who have missed the wave, when NG aircraft entered our system it was decided you would be narrow bodied or wide bodied. The people who were wide bodied benefited most as all later were given ng737. But narrow bodied did not all receive A330. In fact the A330 training list of the time had a number of people at the end of list not actually get the A330 license as it was decided that we had enough A330 lames. They then joins the back of the ng737 list. This put them behind the wave in training. It is sheer luck and timing as to weather you beat the quota systems that now can see you financial \$500 a week better off. Hardly fair when you have same experiences and work the same amount. And can only work on one plane at a time.	12/19/2017 8:34 AM
272	as much as I dont want to destroy what our forbearers have fought for, I would be OK to lose shift penalties and go to a scale similar to virgin engineers	12/19/2017 8:31 AM
273	You go up a grade purely on years of service. Aggregate salary.	12/19/2017 8:28 AM
274	To be fair	12/19/2017 8:27 AM
275	Everyone paid without restrictions by quotas.	12/19/2017 8:23 AM
276	Higher base wage level, full trade strand (mech or avionic not both) and fairer training opportunities. Reducing the divisive external training requirement. Not everyone can afford the cost or leave or dislocation!!!	12/19/2017 8:21 AM
277	More like Virgin	12/19/2017 8:20 AM
278	similar to current without quotas	12/19/2017 8:18 AM
279	No quotas. No trade classification Training incentive or allowance	12/19/2017 8:18 AM
280	Entry point level 7 for all first year LAME max level 17, 3 year level progression, but if you get trained in that 3 years period the license payment takes away 3 service and you get replaced 4 training points, this way it's in Qantas best interest to train people	12/19/2017 8:15 AM
281	More levels and quotas lifted	12/19/2017 8:12 AM
282	A wage aggregate system. Especially with the government possibly looking at removing shift penalties like other industries. Possibly a system with a higher wage for a Lame and then small increases for types and higher duties.	12/19/2017 8:12 AM
283	A fairer system that allows training to be recognised regardless of what trade stream being sought (ie training in an opposite trade stream being recognised)	12/19/2017 8:11 AM
284	Fair and equatable amongst all trades. Remuneration for extra training or full b1 types	12/19/2017 8:11 AM
285	I presently only have a 767 license in SAM. I trained myself 20 years ago. I would like some form of training from the company I am not in a position to purchase my own training and the course selection balls up is frustrating as only senior lames or actors get a look in, in SAM.	12/19/2017 7:58 AM
286	No quota system,years of service should be rewarded.	12/19/2017 7:57 AM
287	No quotas.	12/19/2017 7:56 AM
288	Constant progression through the pay scale for experience and training ie no quotas. Aggregate wage for super calculation	12/19/2017 7:53 AM
289	No quotas for air craft types place alll engineering staff on same system no matter what job position ie check co-ordinators.	12/19/2017 7:50 AM
290	Salaried with no quotas. Level 7 through 22	12/19/2017 7:49 AM
291	A salary system	12/19/2017 7:42 AM
292	Secure our shift penalties by rolling as much of them as possible into a basic salary. Smaller increases for extra types to encourage company training. No Quotas. Top level LAMEs are paid PLENTY. We don't need to increase the pay of the highest level. Bring up the lower levels and remove restrictions to progression.	12/19/2017 7:40 AM
293	Simple and 'just'	12/19/2017 7:39 AM
294	A system that doesn't rely on training to progress. And with no payments for type training would mean the company would be more inclined to train more member. This would provide a greater flexibility to Qantas also.	12/19/2017 7:32 AM

Qantas Pay Structure/Training survey

295	Heavy: single payment for licence 1 to 2 or 1 to 3 a/c types	12/19/2017 7:30 AM
296	Salary with payment for types and no restrictions	12/19/2017 7:29 AM
297	Equal pay for responsibility. Restrict or quota pay for loyalty.	12/19/2017 7:27 AM
298	No quotas! An individuals progress career and pay wise,should not be limited by restrictions outside of their control.	12/19/2017 7:17 AM
299	No quotas	12/19/2017 7:15 AM
300	Currently happy that the people not as luck as me will progress with service points. Keep this and a system that encourages the company to train AME to become LAME's	12/19/2017 7:14 AM
301	Have no thoughts.	12/19/2017 7:13 AM
302	A bit simpler system is required for sure but it is a complex and diverse workplace. Certainly a more transparent system is required. Nobody can tell me where I am in the quota queue. People say see your Ops Mgr and he would not know if his arse was on fire.	12/19/2017 7:10 AM
303	A system that removes the link between pay and new training as this would encourage qantas to train all staff on all aircraft types, and have a 2 yr progression through the level system.	12/19/2017 7:05 AM
304	remove quota for training points	12/19/2017 7:03 AM
305	Easy to understand	12/19/2017 7:02 AM
306	Visibility and to be able to progress even without type training (ie - recognition of loyalty and service).	12/19/2017 7:01 AM
307	Seniority system like Cathay, salary. With the same clause as 97. "No one will be disadvantaged on changeover "	12/19/2017 7:01 AM
308	Fairness between line and heavy in relation to full b1.	12/19/2017 6:58 AM
309	Higher entry for level for BASE LAME once B1's/2 qual received and smaller or no licence or customer payments	12/19/2017 6:55 AM
310	Basically the same as now just adjusted to ensure progression and fairness .	12/19/2017 6:47 AM
311	Sick leave & long service leave is accrued working shift work, so it should be payed the same.	12/19/2017 6:45 AM
312	Aggregate wage, no quota restrictions, removal of training points	12/19/2017 6:38 AM
313	Even and transparent.	12/19/2017 6:35 AM
314	Years of service regardless of numbers of licences	12/19/2017 6:34 AM
315	Simpler, more fairer and future proof.	12/19/2017 6:33 AM
316	A better start and more progression.	12/19/2017 6:29 AM
317	NO FUCKING QUOTAS!!	12/19/2017 6:27 AM
318	Recognise years of service	12/19/2017 6:26 AM
319	Keep up with inflation. Trades outside are earning the same or more without working weekends and night shift	12/19/2017 6:24 AM
320	Good pay for all, with reduced type payments. Which would reduce push for new types to increase pay and allow company to train people without increasing cost to business.	12/19/2017 6:23 AM
321	Definitely not lose penalties for LSL or sick days	12/19/2017 6:20 AM
322	Increased numbers for levels with quotas. Or no quotas.	12/19/2017 6:20 AM
323	all lames paid same so no-one is disadvantaged	12/19/2017 6:17 AM
324	The higher level Lames are getting paid too much, making our cost base uncompetitive.	12/19/2017 6:16 AM

Q20 Should the ALAEA embrace and support a future where all LAMEs will have an opportunity to train and work in 5 trade categories by attaining B1 and B2 licences?

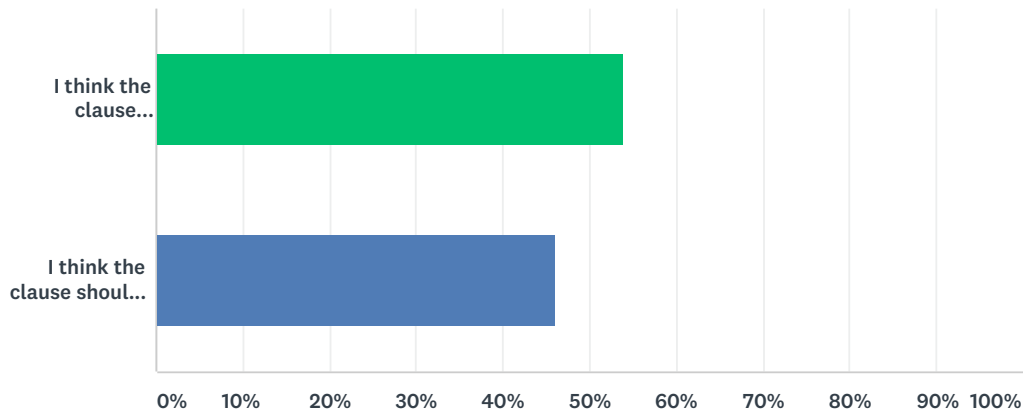
Answered: 567 Skipped: 65



ANSWER CHOICES	RESPONSES	
Yes	49.91%	283
No	50.09%	284
TOTAL		567

Q21 There is currently a clause in the EA (35.2) that prevents Qantas from recognising external type courses that are not within the LAMEs original trade stream. For example, if a B2 LAME picked up a 744 B1 ticket, the company could not use that licence. This was drafted and agreed to in 1997 to protect the original trades. How do you feel about this clause?

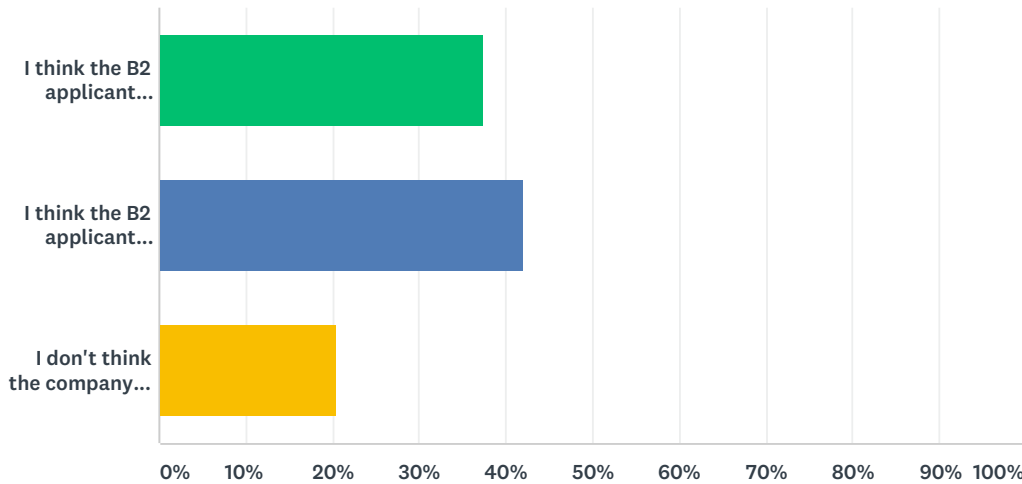
Answered: 563 Skipped: 69



ANSWER CHOICES	RESPONSES	
I think the clause prohibiting recognition of external out of trade training should remain	54.00%	304
I think the clause should be removed	46.00%	259
TOTAL		563

Q22 If the company were seeking course applicants for an internal B1 type course and a B2 LAME held all the pre-requisites to complete the course, how should Qantas treat the B2 applicant?

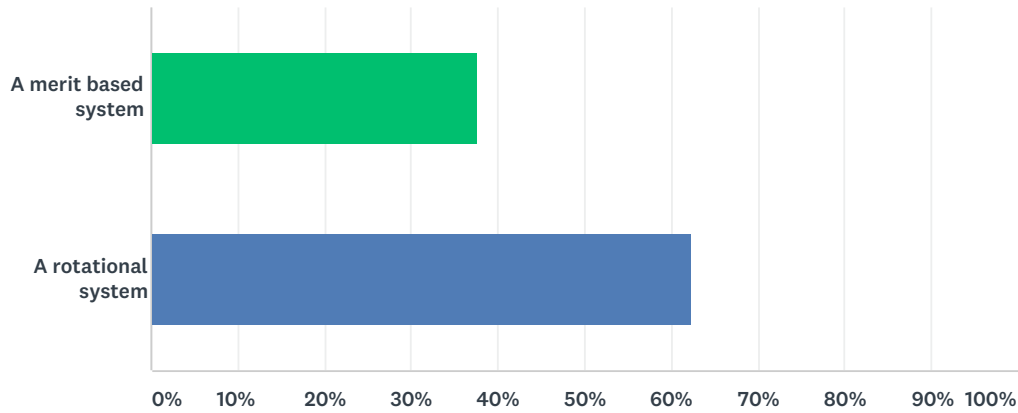
Answered: 566 Skipped: 66



ANSWER CHOICES	RESPONSES	
I think the B2 applicant should be considered equally for the training as B1 LAMEs	37.46%	212
I think the B2 applicant should be allowed to sit the course but only if there were no further B1 LAMEs requiring the training	42.05%	238
I don't think the company should ever allow a LAME to be trained outside their original trade stream	20.49%	116
TOTAL		566

Q23 When it comes to training selection for type courses I would prefer -

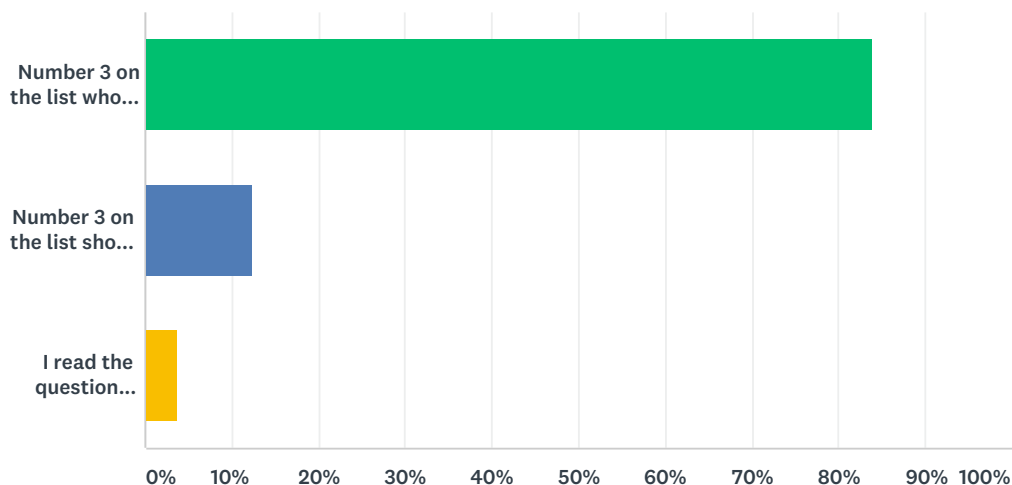
Answered: 556 Skipped: 76



ANSWER CHOICES	RESPONSES	
A merit based system	37.59%	209
A rotational system	62.41%	347
TOTAL		556

Q24 A complication that often arises with rotational course selection systems is how to treat LAMEs who train externally and have those ratings recognised by the company. For example, if a company wanted another B1 A330 licence and a LAME offered a ticket he picked up externally, the company would no longer need to put on an internal course slot in that department and the LAME who gained the ticket would benefit from the new payment. For this question we would like to put a fictional situation to you and see what your preference would be. You are in a department with 12 x B1 LAMEs and they are waiting in order for training on a list with each of them numbered 1-12. The company needed one 777 licence and number 3 on the preference list said that he had picked up the licence externally. The company recognised it and the number 1 LAME on the list missed out on the training and number 2 did not move to number 1. We were wondering how number 3 on the list, who gained a new 777 type rating should be treated.

Answered: 556 Skipped: 76



ANSWER CHOICES	RESPONSES	
Number 3 on the list who gained a 777 rating and payment should move to the bottom of the list because he had training recognised by the company that otherwise could have went to someone else	83.81%	466
Number 3 on the list should retain his place at number 3 because he showed initiative and paid for the training himself	12.41%	69
I read the question several times and don't fully understand it	3.78%	21
TOTAL		556

Q25 Do you have any general comments about external training and how it should fit in with our pay system and/or company course selection ?

Answered: 309 Skipped: 323

#	RESPONSES	DATE
1	Ban it. Not everyone has the time and money to pay for an external course. To have people with no actual experience on the type they have done external training on (in my experience this is usually the case) who have multiple other licences have yet another course added to their CAN is a kick in the guts. Especially when so many people who do external training are capped by quota and they don't receive payment for it. This additional licence could have gone to someone who actually works with the aircraft regularly and can benefit from the training points.	12/23/2017 8:08 PM
2	Not all lames can afford to pay or have sufficient leave to complete external training. Qantas should give preference to in house training unless they don't have suitably qualified lames or courses available eg customer work	12/23/2017 6:15 PM
3	With regards my previous comment that people may be locked into a grade for 10 years or more with rotational training Selection forcing people to train themselves.	12/23/2017 5:30 PM
4	Keep Ops managers and DMMs out of the selection process.	12/23/2017 5:14 PM
5	External training should be eliminated. It is unfair as those who have the money can attain it while those who don't are disadvantaged.	12/23/2017 4:40 PM
6	No.	12/23/2017 4:32 PM
7	Should not be recognised unless you would have been next on the selection list anyway. Doesn't matter how you got it, if you get paid for it, you move to the bottom of the list.	12/23/2017 4:04 PM
8	Externally trained LAMES should be paid more to deter company using externaly trained LAMEs ahead of Internally trained LAMES.	12/23/2017 3:41 PM
9	Not really. There isn't any point doing external training if you cant fulfil the practical requirements to hold the additional licence.	12/23/2017 3:20 PM
10	If the company recognises the license then it's to the bottom An individual elects to train themselves and in no way does any one force them to All the arguments that external trained candidates put up are emotional and hypothetical Fact is if you have time and miney you do an external course and if it's recognised then it's a small price to pay by moving down	12/23/2017 3:09 PM
11	I don't care if someone wants to self train but they have to understand that some of us have young families and can't afford to. Their decision to buy a course should not take away the need for the company to train me. If they get a course recognised they should go to the back of the line for the next one.	12/23/2017 2:13 PM
12	I'm ok with recognizing external training as long as that person goes to the bottom of the list. External training would be less attractive with smaller increases in levels.	12/23/2017 1:56 PM
13	External training is elitist and disadvantages anyone unable to spare the time or money to undertake it.	12/23/2017 1:41 PM
14	With the above example of the 777, the list order needs to be retained, so the #3 LAME goes to the bottom of the list and only starts to move up after #1 and #2 have been trained and are then on the bottom of the list. QANTAS in the past have picked and chose which external licences they will recognise. External training providers cause havoc and open the flood gates to people who want to jump the que. I have done external training myself, but essentially you are trying to get ahead of your fellow worker. What happens if you can't afford the course? Don't have enough leave to do a course or they won't give you the time off to do the course? Some LAMES are disadvantaged depending on what section they work in, particularly if they have a small number of workers in their section and can't get leave. If LAMES want to get ahead by being paid for a licence they picked up externally, then by all means, but they shouldn't get ahead of their que number, that is unfair.	12/23/2017 12:56 PM
15	I think date of last new type recognised should have more weighting.	12/23/2017 12:14 PM

Qantas Pay Structure/Training survey

16	I believe anyone who pays for their own external training once recognised and paid by QF should allow the LAME to sit above a QF trained and paid LAME in the que for next training as they are out of pocket, however we need to be careful not to introduce outside training as the norm in QF.	12/23/2017 11:48 AM
17	People who buy training are only jumping the queue and taking wages and job security away from others. They should all be shot.	12/23/2017 11:25 AM
18	I have no problem with a Lame who wants to do external training, but he should go to the bottom of any training list if the training is recognised. Payment would be the same as any company course.	12/23/2017 9:39 AM
19	Yes I do , the fool who did the first external training should be shot. if no one did this the company would have to train more people at company expense.	12/23/2017 9:26 AM
20	I believe Qantas should train us. We shouldn't be doing external training. Financially it should be Qantas footing the bill on the right applicant and not someone who doesn't deserve it	12/23/2017 9:07 AM
21	If a person does any external training, they are aware that there are no guarantees of getting that licence.	12/23/2017 8:28 AM
22	I believe people who have done their own training are being, treated unfairly, especially with the 787 Selection. For example 1 b1 in my section with b738 had his classic 737 that he had bought 10 years ago, recognised 1 month before the 787 selection came out. He has never had company training in 17 years at qantas and because of his classic 737 recognition he's now not even looked at under the criteria.	12/23/2017 7:04 AM
23	The people who use their leave and own money to do an external type course, should not be prevented from progressing their career. Unfortunately, under the present system this is the case.	12/23/2017 5:00 AM
24	Remove the incentive not to train and it will fix itself.	12/22/2017 8:28 PM
25	Ideally it shouldn't happen & all lames should stand together but human nature always prevails meaning individuals will be selfish . The best way to avoid this is the rotational system whereby people who get paid for a n external course drop to the bottom of the list.	12/22/2017 6:05 PM
26	It should not be recognized ever. Not everyone has the money, leave or ability to complete external training. Why should they be disadvantaged? It also encourages the company to minimize internal training, further disadvantaging those who cannot train externally. If the company want license coverage, they should pay for it.	12/22/2017 6:01 PM
27	Internal training should be done and only external re ognised when small numbers are required that not make up a full class or when on other types the airline doesn't fly.	12/22/2017 5:50 PM
28	should remain at the same position, just get paid for the license not the grade	12/22/2017 5:06 PM
29	It should be allowed	12/22/2017 4:50 PM
30	Not the preferred option but I think it is here to stay	12/22/2017 4:47 PM
31	External training is a money saver for the company. Engineers doing external training have set a precedent which the company one day will say if you want the licence you pay for the course.	12/22/2017 4:40 PM
32	No	12/22/2017 4:11 PM
33	No,I dont intend to pay for training again.	12/22/2017 3:58 PM
34	I don't hold a grudge over people going out and doing their own training. Some times that is the only way for people to progress their careers. Everyone would love to stay at Qantas their entire career but things happen and holding an extra licence may make all the difference if it came to having to apply for another job. I believe if people have spent their own time and money gaining other types and the company is willing to pay them for it good for them.	12/22/2017 3:36 PM
35	In a rotational system, external training should not be given priority over the list.	12/22/2017 3:18 PM
36	Once any external training is recognised they should be moved to the bottom of the list for training.	12/22/2017 1:57 PM
37	If one has done external training and is recognized by Qantas then that should be taken as approved training from date offer given. Observed several times where when LAMEs have their external course recognised but stall getting it on EQ because there's company training coming up on a different type. Those particular LAMEs then get company course because of their position since last being trained and after that they get other on system and therefore moving way ahead of others waiting in line.	12/22/2017 1:33 PM

Qantas Pay Structure/Training survey

38	I am not in favour of external training. Generally the training is sub-standard and is tantamount to 'buying' a licence. It upsets the course selection order and creates disharmony.	12/22/2017 1:28 PM
39	If you are paid for an external course you should go to the bottom of the training list.	12/22/2017 12:12 PM
40	Support LAME's would do external training but recognition of that training shouldn't be to the detriment of those who don't do it for personal or economic reasons	12/22/2017 11:20 AM
41	Should not be counted	12/22/2017 11:11 AM
42	No	12/22/2017 10:45 AM
43	The alaea is very proactive in promoting b1 exclusion removals with courses when will the alaea be running a b1 course for the b2 (only in the interest of fairness of course) the ALAEA need to make a decision you cant shun a 1/3 of the members from the event then actively promoting the other 2/3 of the membership to partake in roles that were traditionally the roles of the others train all or keep out of it. the new system we are stuck with we need to work within the boundaries of part 66 not what we did 20 years ago Either we accept the new system in its entirety and change the EBA to reflect or we fight for the old way and protest against exclusion removals in there entirety. i believe the horse has bolted on that one So looking forward a LAME is now a LAME legislation has seen to that, it is up to us to ensure the guy doing removed exclusion or cross trade (which in my opinion is the same thing anyway you spin it) is assisted and nurtured to do the job correctly and safely when they ask for hand. i hold a b1 and b2 base trade and i can tell you i am very capable of carrying out and certifying in both trade streams i also have enough knowledge to know when to put my hand up and ask for help just like the b1 with exclusions removed does when i help them out. Remove trade stream from quotas it would free up lower and upper levels	12/22/2017 10:44 AM
44	Unfair to people that are not in a position to pay and have time off for external training. The company should never encourage (like in the past) to obtain external training. Training should be done in house on all A/C types which company operates.	12/22/2017 10:28 AM
45	Number 3 just managed to jump up to one so then he should drop back to the bottom. He has still benefited. The fact he went and did his own course is his own problem the company don't owe him jack all. A number of people seem to think just because they payed for their own course they should be automatically recognised and be exempt from a system of selection of licences based on performance and merit. Another note is that b2's think they are missing out and should be given b1 training because some b1's are being trained as a full b1 having exclusions removed and receiving the extra payment for the extra responsibility. Unfortunately for the b1 his trade has changed and now has to remove his exclusions sometimes at his own cost to be a proper b1 trade. This is also a requirement for the b1 to receive any further b1 types as you must have exclusions removed for newer aircraft types to be trained. So the fact that b2's thinking they should be trained as b1 means b1's should also be trained to b2's and receive their points payments to. The current system doesn't take into account performance base and the majority of selection criteria has been on time between training. This has given no incentive for people to perform and actually reduced the performance of people recently trained. Generally previously before the new selection criteria people were mostly not trained for a considerable amount of time for a reason	12/22/2017 10:12 AM
46	LAME's who train themselves externally do so to advance their careers, but this allows the company to run fewer training courses and this disadvantages the LAME's patiently waiting for a new type course.	12/22/2017 9:47 AM
47	External training should fit in as if trained internally, but on recognition of licence the LAME should go to bottom of list. Even tho people show initiative to go out and get an external course, some can't afford to do this, or have the required leave to do so. The company now knows people are doing this and can turn licences on at will, and no longer need to put on internal courses. If you gain an external licence the pay scale should be the same as an internal course.	12/22/2017 9:31 AM
48	After getting recognized you go straight to the bottom of the list, and if you jumped people above you in the question there might be extra time spent on the bottom.	12/22/2017 9:29 AM
49	Stop it. Its unprofessional. The company should be responsible for it. How else do they control the quality of engineer. It's become normal practice only because the union hasn't put a stop to it!! Do you think ops would allow its pilots to train themselves ???? NO. Engineering has become a joke. If you want a system like the US, keep doing what were doing.	12/22/2017 9:28 AM
50	There should be a quota on the amount of external training recognized as it will affect the natural rotation of training. If for example 10 A330 slots were available, only 2 should be from external training source. A percentage system	12/22/2017 8:59 AM
51	If it gets recognised and paid for that person moves to the bottom of the list	12/22/2017 8:50 AM

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52	It should be objected to in strongest terms Because it allows company get away with training on cheap. It uses leave that was to be used for family time . Cost out lay most would have to borrow the money . Putting them financial stress . Onleave long service reduced pay This is lot of unrecognized cost saving To the company So what r they doing with this money?	12/22/2017 8:40 AM
53	I feel external training should not be encouraged and used only as a last resort to be recognised. It has been the catalyst for a shameful drop in the standards and quality of company courses including POC. External training should be recognised last but if the pay system is not training based then it should be ok.	12/22/2017 8:00 AM
54	External training should be abolished.	12/22/2017 7:35 AM
55	External training can be a part of a rotational system. I have been forced into external training in the past because i was unfairly overlooked for company training.	12/22/2017 7:35 AM
56	external training with a rotational system is easy. you wait in the queue until your turn with the credit, when you are #1 you immediately use the credit and move to the bottom of the list. You do not have to wait at the top of the list to complete training.	12/22/2017 7:23 AM
57	I am concerned people who can afford to do external training can "jump the list" and bypass people who may not be in a position to be able to carry out external training	12/22/2017 7:09 AM
58	Qantas should train internally only snd not accept outside Licensing.	12/22/2017 6:41 AM
59	I had to do external fundamentals because I would never get a look in	12/22/2017 5:19 AM
60	I don't think they should be recognised as the courses are inferior to QF courses & are promoting queue jumping	12/22/2017 5:05 AM
61	No above situation highlights my opinion	12/21/2017 11:01 PM
62	It seems like a user who pays for a course is likely to be an enthusiastic and motivated LAME who is interested in bettering him or herself and gain more industry experience to become a more usable and saleable LAME in the future.	12/21/2017 10:45 PM
63	If get recognition you go to the bottom of the list. There should also be other prerequisite before the company can elect to recognise externally gained qual. This would help stop que jumpers for whom expense is not a consideration.	12/21/2017 10:38 PM
64	External training course content, attendance and exam security should be verified to prevent fraudulent claims.	12/21/2017 10:08 PM
65	The company should reimburse the leave taken to do the course.	12/21/2017 10:05 PM
66	All courses should be done internally	12/21/2017 10:02 PM
67	I did an external training course and never ever thought (or remotely expected) that it would be recognised by QF. I did the course as I love aircraft and love to challenge myself and learn new things. As things panned out I ended up having the course recognised. People do training for different reasons and everyone will have a different opinion.	12/21/2017 9:51 PM
68	No	12/21/2017 9:47 PM
69	If I pay for it I should retain my position	12/21/2017 9:33 PM
70	Hate the whole idea, but have benefited from it. Lost a heap of cash and leave.	12/21/2017 9:32 PM
71	No comment	12/21/2017 9:30 PM
72	I think the company should not recognize external courses unless they were specifically run and paid for by Qantas for Qantas AMES/LAMES. The age of the LAME and the non training or promotion of AME's to LAMES is the biggest problem I see in our industry at present . There is more and more pressure being placed on an individual LAME and trying to get days off is getting beyond a fucking joke . An individual should not have to put his / her leave in six months in advance only to have it rejected . At present QF engineering is a classic case of too many chiefs and not enough Indians .	12/21/2017 9:27 PM
73	Merit for the individual who financed the course and used his own annual leave therefore shouldn't be penalised in order of selection for company training.	12/21/2017 9:16 PM

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74	I am against it. It is the management's responsibility to train its personnel to the appropriate level required to meet the operation, not have them fight like rabid dogs over the last piece of meat that lays on the table, undercutting or disadvantaging each other at every opportunity. As always it is the have nots that are tossed away with the garbage as they have no ability to combat their decay.	12/21/2017 8:24 PM
75	All training should be internal.	12/21/2017 6:48 PM
76	Not accepted. If the pay system was changed to reflect payment for experience then this is negated. The onus should be on the Company to train, just as they do to Pilots. You will never see a QANTAS pilot by his own conversion course to jump someone We need to approach this like the Pilot group. Professional, equals and with the best interest of everyone. No LAME wants to leave just as there is minimal opportunities outside. We must work with them to maintain conditions and security and I think by having QANTAS supply the training then we will have a better reason for them to keep us. Make them invest in US and they will keep US. Otherwise we will end up a contracting group who prsotitue ourselves to be 1 better then the next. As far as Cross training LAME's. If we start down this road, as a S/LAME give me both trades and supply me with AME's and CAT A. There will be no need to have both streams available. Thin edge of the wedge. Its greedy.	12/21/2017 2:22 PM
77	Good thing it enables those interested in securing their Carrer to do so	12/21/2017 1:40 PM
78	there should be no need for external training, all training should be company supplied since it is ultimately to their benefit. External training just means the company gets away with cutting costs they should be bearing and pitting LAME against LAME.	12/21/2017 12:02 PM
79	qantas should train	12/21/2017 11:49 AM
80	External training allows license collectors to collect, without the necessary prac training or confidence to back it up. This creates extra work for the remainder of us as at times, these guys can be way out of their depth	12/21/2017 11:32 AM
81	It should be strongly discouraged by the association. Training ourselves is a race to the bottom.	12/21/2017 11:28 AM
82	external training should be discouraged	12/21/2017 11:25 AM
83	if you go and buy a course its yours only, company should train for what the need is.	12/21/2017 10:59 AM
84	Is a Fast.	12/21/2017 9:55 AM
85	It should never be used to exclude internal training and should only supplement internal training however this also complicates overall type rating numbers in the eyes of management	12/21/2017 9:14 AM
86	A lot of people can't afford external training, either financially or with leave. I think the training should only come from within Qantas.	12/21/2017 9:10 AM
87	There should a combined merit and rotational system, just rotational will produce lazy people who know they will progress with the barre minimum effort. Also how do you just start a list, do all the top end, DMMs, seniors high grades start at the top. What about the regular acting DMM,s and Seniors that are so often backfilling these rolls.	12/21/2017 8:43 AM
88	If you make the costly and timely effort you should be rewarded. Ps. I have never trained externally.	12/21/2017 8:08 AM
89	External training is a poor second best to internal training, & it's recognition should only be allowed on a case by case basis agreed to by the company & the ALAEA.	12/21/2017 7:59 AM
90	It's a shame it exists...bring back company courses with adequate content.the standards of both external training and Qf training are diving because of cost/competition.. If someone wants to leapfrog the queue with an external course; fine,but they go to the back of the line once accepted.How many times can they leapfrog?..I'd cap it at once every 3 years..depends on how big the port is and how much training there has been..	12/21/2017 7:48 AM
91	No	12/21/2017 7:44 AM

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92	External training should be capped as it is a massive cost savings to the company and reducing their need to train internally. External training is also not an option for all people due to their personal circumstances. If the company need 4 licenses maybe they can be split 2 internal and 2 external?? Also, Questions 20, 21 and 22 were all B2 to B1 based. What about the other way, B1 to B2. I think it will be bad to have every LAME 5 Cat though a sprinkle of the correct people would be beneficial to the business as well as providing opportunities to those who wish to pursue that avenue. Another point is the current fucked up broken SAM course selection process for non-A380 type training. They use people who were ranked from the previous A380 selection process so people with A380 licence already do not apply and therefore are not ranked and considered for 737 or 330 training. happy to discuss in detail further	12/21/2017 7:41 AM
93	Should be recognised but external courses are inferior to in-house type training and should be the exception rather than the rule. I have had mine recognised (thank the gods) but I believe if company actually trained on an ongoing basis, with a clear and fair rotational system, people would not be forced to go buy a course.	12/21/2017 7:21 AM
94	If no one did the external training Qantas would have trained us all...	12/21/2017 5:05 AM
95	Stop trying to make pariahs of those who either train themselves externally, or arrive at Qantas with the licence from another company. Some engineers resent the union from allowing them to either improve their career options both within Qantas, or from moving on. The union should be encouraging all engineers (from all companies) to be as qualified as they possibly can be. No other professionally qualified industry association treats their members as this, with this sheltered workshop mentality, and instead tries to encourage the individuals educational advancement. Maybe instead of guys whinging they can't afford external training, they can look at what they are investing their time and money on. Some guys pick boats , cars or swimming pools, and some educate themselves, get a grade, and then reward themselves & their families. I know guys with 2 or more kids, a mortgage, and other commitments still train themselves as insurance, because they saw the union do fuck all for their heavy maintenance colleagues, and saw their mates literally go to outside employers under qualified, all because external training didn't suit the union mantra.	12/21/2017 1:26 AM
96	I completed external training in 2012. Qf said ther was no operational requirement, however since have trained up internally around 16 738 licences. So does that mean there's an operational requirement or not? If it's a desired type licence and the company can use it, then they should recognise and remunerate it.	12/21/2017 1:19 AM
97	I have never agreed with paying for your courses...I don't know of any airline in the world whose LAMEs pay for training.. This must stop!!!	12/20/2017 11:24 PM
98	I heard a rumour the ALAEA were considering becoming a not for profit 147 organisation to provide training to members at a n affordable price, accessible on line so leave doesn't have to be sacrificed to access external training, that Would be an excellent way for the ALAEA to support the members and aid members accessing further training.	12/20/2017 10:26 PM
99	The LAME should be able to choose if they want their outside course turned on or not. With no repercussions. Possibly offered refresher training if they were number 1 on the list	12/20/2017 9:54 PM
100	We should be encouraging QANTAS to carry out all training full stop.	12/20/2017 8:59 PM
101	Training either externally or internally should be treated the same A LAME who purchases a course should be commended not penalised Great personal cost and financial burden should be rewarded.	12/20/2017 8:45 PM
102	Training extremely poor	12/20/2017 8:06 PM
103	If the candidate who has done external training, and is deemed to be competent, should have that training recognized when a need/shortage exists. There should be some sort of filter though as some people who have completed external training should never be allowed to hold a licence.	12/20/2017 8:03 PM
104	No	12/20/2017 7:39 PM
105	Piss off all those various biased course selection processes. A simple rotational system sounds to me the only fair unbiased way to do it. I've been here in Qantas for almost 30 years and seen our numbers shrink to the size and quality of LAME's that can easily lift to the expected standard to handle all new gen aircraft full B1 licences/ approvals.	12/20/2017 7:33 PM

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106	The bond applied to company training should apply to self funded courses. Self funded course licences should only be paid after a period of time. Ie The time it took for SOE and the course (eg 10 weeks) should be applied to the LAME who self funded. Ie QF use his licence, but as he jumped the list, certify the first 10 weeks FOC.	12/20/2017 7:29 PM
107	There should be room and if it's recognised you should gain a level accordingly	12/20/2017 7:03 PM
108	I don't think that a person whom has paid a lot of money and used up a lot of their annual leave should be penalized by the removal of 25% of their score. Many of the people who were trained above me were so selected as they had not been trained in the previous 8 years, however this was due to the fact that they already held some or all types from training carried out years before. I missed out as I had only one type, attained within the 8 years. So the their already healthy pay packets got healthier while I was stuck in the lower pay grades with one type. Therefore I think the score for training within the last 8 years should be reduced considerably to at least give people in my position a chance to make up ground in other aspects of the selection process.	12/20/2017 6:32 PM
109	All external training shouldn't be recognised. Make the bastards pay to put us on type training. A merit/rotational system should be used.	12/20/2017 5:24 PM
110	should be recognised and costs re imbursed	12/20/2017 4:46 PM
111	It's the company's responsibility to train External training is the companies way of escaping it's responsibility to train	12/20/2017 4:19 PM
112	Rotational training, it gets recognised if they would have been selected by the company and fall to the bottom of the list.	12/20/2017 4:13 PM
113	Buying outside courses is quite often used as a method of bypassing the current wait your turn system . If the company recognise externally bought licences the employee should go to the bottom of the list. Not everyone has the time or funds to fast track themselves	12/20/2017 3:47 PM
114	I do not endorse or encourage external training. The training standard may be questionable. Also too many people are stupid enough to waste leave pay for training in an attempt at job protection. These people are only short cutting traditional training criteria robbing dedicated Lames that don't have the time and money to suffer my missing out on training from these externally trained people	12/20/2017 3:22 PM
115	Length of time since last trained	12/20/2017 3:07 PM
116	same as company course	12/20/2017 3:06 PM
117	I have reservations about external type training (gaining B1 and B2 non type training externally is fine in my opinion). The problem with external type training is that people end up queue jumping and go ahead of others who cannot afford the time, leave and cost of external training. It is a discriminatory practice in my opinion.	12/20/2017 3:06 PM
118	I don't agree that external training should be allowed. It promotes an unfair situation for those who cannot afford the time off and the money required. It allows people to bypass the training system.	12/20/2017 2:32 PM
119	Too much ambiguity around it these days compared to how it was handled years ago. Stop external training full stop and make the company spend the money instead or at least pay them back the money and leave they used up to acquire the licence.	12/20/2017 2:11 PM
120	external training disadvantages those who can't afford it and they lose the chance of a pay level rise, it also encourages QANTAS not to train.	12/20/2017 2:05 PM
121	It should be recognised but they should pay more for it as it cost them nothing but the employee heaps.	12/20/2017 1:59 PM
122	time since training should be the same for external training that was approved by the manager in advance. However the pay model I proposed eliminates the training selection criterion because the addition of a rating does not correspond to a pay rise, thus the company has the ability to train a new lame on every type and only pay grade 1 for lets say 4 years. this gives the added benefit of succession training and experience in that training before the older lame retires not catch up after.	12/20/2017 1:59 PM
123	If one person does external training then everyone has to do it. This means paying for multiple training courses on multiple types to try and predict what types the company may want. Do I do an A320, A330, 737, 777, 787, 767 or all of them? I cannot afford to pay between \$6K and \$28K for a course I may never even get paid for. If nobody does external training then the company has to do it internally. People who train themselves are just dumping on their mates.	12/20/2017 1:17 PM
124	Recognition required if we have that aircraft in the qantas network including subsidiarys	12/20/2017 12:00 PM

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125	Company should fixed number of type courses for each calendar year split equally between all areas of the company.	12/20/2017 11:38 AM
126	Participation in external training is a VOLUNTARY process driven by a willingness and ability to complete as an attempt to maintain/advance relevance in the workplace. I agree with the sentiments of Q24 option 1 however, I strongly disagree with the current refusal to acknowledge external cross trade training as per 35.2.2 regardless of whether seeking a B1-B2 or B2-B1 outcome	12/20/2017 10:06 AM
127	Once the external training is recognised they move to the bottom of the list	12/20/2017 10:01 AM
128	There are many reasons why people have trained themselves externally, job security, mental stimulation, and to give themselves options in case of redundancy or leaving their employer for opportunities else where in the world. Self training the company has a significant cost saving gained while the person has paid for their training and Expenses themselves but they are penalized for 8 years + for having their license recognized by the company. I believe it should be 4 yrs or halved to make it fair for all.	12/20/2017 9:56 AM
129	Internal training should be exhausted before external training is recognised	12/20/2017 9:21 AM
130	no	12/20/2017 8:45 AM
131	Should be treated as it is now. If your external training is recognised by the Company, you should move to the bottom of the training selection list for 'time since last training' criteria.	12/20/2017 7:53 AM
132	NEEDS ALOT MORE ANALYSIS. I SEE GOOD LAMES THAT HAVE COMPLETED EXTERNAL TRAINING & THEN NEVER RECOGNISED FOR IT. I SEE AVERAGE LAMES DOING EXT TRAINING & THEN JUMPING OVER EXTISTING LAMES THAT ARE PATIENTLY WAITING THEIR TURN. EVERYTHING TO DO WITH EXTERNAL TRAINING CAUSES FRICTION & COMPLICATES THE ISSUE, SO VERY STRICT & CLEAR GUIDE LINES NEED TO IMPLIMENTED. PEOPLE WHO HAVE CONDUCTED THEIR OWN EXT TRAINING - ARE JUST PICKED AT RANDOM ETC BY MANAGEMENT TO PUT THAT LICENCE ON THE SYSTEM, WITH NO MERIT/JUDGEMENT SYSTEM IN PLACE. EXTERNAL TRAINING DISCOURAGES QANTAS FROM RUNNING THE APPROPRIATE NUMBER OF TRAINING COURSES. IT PROPAGATES LAMES JUST FIGHTING WITHIN THEMSELVES & COLLEAGUES.	12/20/2017 7:20 AM
133	Sitting on the fence. But it's not a realistic opportunity for me to currently self train, and could be a disadvantaged for external work reasons, and not because of my current work place involvement.	12/20/2017 7:14 AM
134	I think company courses should be the preferred. However I understand why people do outside courses	12/20/2017 7:12 AM
135	If you have an outstanding credit or part license you should not be trained. Presently on line station or not SAM areas Qantas sees no requirement for B2 licenses. So B2 people should be considered the same as B1.	12/20/2017 6:45 AM
136	Every person has the opportunity to do external training. Financially & with own leave. It depends on what there priorities are & what they want to sacrifice	12/20/2017 4:30 AM
137	Internal course selection should be a priority	12/19/2017 11:53 PM
138	If recognised by the company and payment or points applied, you should move to the bottom of a rotational list.	12/19/2017 11:37 PM
139	External training should only for those at restricted level.	12/19/2017 11:06 PM
140	External training should only be accepted if that member would have been trained anyway. And course should be reimbursed.	12/19/2017 10:37 PM
141	Not really, has both pro's and cons	12/19/2017 10:33 PM
142	I am not really a fan of external training as it discriminates against different peoples financial situations. eg a young Lame with a family single income may not be in financial situation to pay for external training there for misses out as per the above fictional situation. Outside of Sydney and Brisbane it is not only the cost of the external training but accommodation, transport, and meals. this can double the cost for Lames in smaller bases.	12/19/2017 10:14 PM
143	if you go and get the licence externally on your own back you should be activated and paid for it	12/19/2017 10:05 PM
144	If someone shows initiative in gaining control of his profession then he should be recognised for it.	12/19/2017 9:36 PM

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145	We can't put the genie back in the bottle. Guys have shelled out big time (financially and leave-wise) to be trained externally. You can't blame the lads for trying to secure their future even if it plays into the company's hands. Whilst I don't agree with it philosophically, it's similar to working alongside non-ALAEA member LAME's, a brutal fact of life in 2017.	12/19/2017 9:25 PM
146	As long as "training orders are kept" I don't see a problem. As per Q24, I would not want to miss out on training because the guy behind me did it externally. Not everyone is in a position to self train. When the self trained person gets to the top of the list Qantas can then recognise the training.	12/19/2017 9:25 PM
147	I've received one Qantas course in 16 years & have either trained myself or received it from a previous employer. Qantas has not done much training for me. I joined as a Cat 5 Full B1 which they have used & ignored.	12/19/2017 9:14 PM
148	SHOULD GET PAID AND NOT GET STUCK ON A PARTICULAR GRADE DUE TO QUOTAS	12/19/2017 9:04 PM
149	I think that what the Qantas tech training school are trying to do is great, that being, turn themselves into an external training organization. We need someone in this country to step up to offer decent training again after Harry at QAC completely fucked the entire system with his shithouse 6 minute courses. I personally think the ALAEA should support the ability for people to pay Qantas to sit on one of their courses if there's a spare slot. Qantas won't profit massively off of company lames, we can pay it in installments through our pay, and they can offer quality training once again in Australia. I know a lot of people are still stuck in the old system where they expect the company to pay for it all, but unfortunately that's long gone. There will be a time where guys will want/need to sit their own course. As mentioned above, if the pay system was leveled out, there may be more incentive to train more people on more types which would alleviate that side of the problem. In terms of the pay system, it should be treated just as any type would, normal payment (whatever that ends up being). Course selection, tough again, but I think rotation style, you can step up with an external type but only once, then you're at the bottom of the list, can't jump the queue again until everyone else either has the chance or passes on it, as some old fellas will as they can't be arsed with further training just to retire in 3 years time? Once again, Just a suggestion.	12/19/2017 8:30 PM
150	Why wouldn't the company love someone who pays there way and uses annual leave!.....it not what historically took place but looking at other industries it is more in this realm. Maybe application for training...like going for a new job.	12/19/2017 8:28 PM
151	I personally have trained externally and benefitted from this but have also benefitted from others training externally and be chosen to attend a company course. I personally will not train externally anymore as there is no more room to move in the current level system but someone in the lower levels wishes to do so to advance their career then I applaud that.	12/19/2017 8:23 PM
152	external training should be treated as a poor cousin to the company based training, inadequate mostly, the company love it, they don't pay for the course ,they get the guys to burn leave and they then get the knowledge of the guys for free, and when they need a ticket the go through a selection process. If no one went outside the company would have to train everyone in house	12/19/2017 7:44 PM
153	Should not be recognised.	12/19/2017 7:26 PM
154	I think that all Lame should be trained on the types relevant to their section on a rotational list to even out liscence coverage. Then additional types(tail payments) say from customers should be handed out on a merit based system so the people that perform are rewarded with extra types. People who train externally should not go to the bottom but maybe go out of the top ten as it was not a company course but they have still received payment.	12/19/2017 7:13 PM
155	Don't like the idea of external training becoming the norm for gaining qualifications.	12/19/2017 7:02 PM
156	The training is accredited and acceptable. Training out of trade is problematic as the LAME has missed out on the knowledge gained during that trades apprenticeship.	12/19/2017 6:54 PM
157	In all other industries if you get a qualification you are recognized for it .	12/19/2017 6:53 PM
158	Tricky. Will need a lot of thought to stop people who are below average who can afford to buy courses compared to the really good ones who cant who rely on company training.	12/19/2017 6:36 PM
159	If there a vacancies for a type LAME in a particular section and a person holds that CASA license due to external training then provided the applicant meets all other selection criteria, they should be put on the system for that type, and also move to the bottom of the list for further type training.	12/19/2017 6:27 PM

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160	First and foremost most . NO LAME should have to invest in its own aircraft type training, it should be the responsibility and duty of the company to carry out that training. The financial burden on the individual, in most cases outweighs the benefits. If a LAME externally train, it should be for category training eg. B2 to B1 or B1 to B2 and even an A category Lame wanting to transition to a B1or B2. Then the company recognising that training and making the appropriate payment. However, to answer the above question, I will use question 24 as an example: YES, LAME 3 should be recognised for externally training him/her self and achieving the B777 type, but definitely should drop to the bottom of the list. But LAME 1, should continue to be train by the company, because the budget for his/her training has already been assigned and the company can gain two LAMEs for the price of one.	12/19/2017 6:03 PM
161	Shouldn't be recognised	12/19/2017 5:59 PM
162	I'm not for or against external training but it needs to be fair. Some people's personal finances may not allow him to pay for his own training. This should not disadvantage him or her.	12/19/2017 5:19 PM
163	The only reason i did an outside course was the threat of redundancy and not been selected for training for 14 years. With the correct selection and pay structure they won't be required	12/19/2017 5:16 PM
164	if it is the same criterion as the Qantas course then the applicant should be treated equally but only recognised in the correct order of priority.	12/19/2017 5:12 PM
165	External training is an expensive investment by the individual. The endorsement attained belongs to that person & can be used to attain work outside Qantas if the need arises. Therefore, if Qantas decides to recognise & pay for that endorsement, then he or she should go to the bottom of the selection list. However, it is debatable as to the merit of selecting that person over the person in the number 1 position because not everyone can afford the cost of external training, so why should people in higher positions be penalised because they cannot afford to train themselves.	12/19/2017 5:05 PM
166	You pay, get a licence payment. Go to bottom of list.	12/19/2017 4:57 PM
167	By far the hardest question to deal with,specially if u only pick up a half rating such as an engine. Merit system is still best and these other factors should be evaluated into subsequent decisions. Any rigid system is also unfair and many individuals are not deserving of licences to my mind. There should be some incentive base involved.	12/19/2017 4:53 PM
168	You don't need it with a rotational system	12/19/2017 4:24 PM
169	no	12/19/2017 4:20 PM
170	External training should be recognised by the company and licence payments should apply,but the candidate should move to the bottom of the course selection list.	12/19/2017 4:18 PM
171	Having a system which allows LAME's to leapfrog course waiting positions, unfairly prejudices those who don't have financial means or adequate leave to undertake outside training, and undermines the unity which the union represents. Like the LAME's who did OT when there were some out the gate due to redundancy. They are just looking out for themselves. It also undermines any notion of merit based selection, as ability and competency won't be considered if the company is just going to save the cost of a course spot.	12/19/2017 3:37 PM
172	full check of course from 2 sources	12/19/2017 3:36 PM
173	No	12/19/2017 3:23 PM
174	I have acquired several licenses though external training. I think people train externally as they don't see themselves getting trained by the company. It would be nice to go back to the company providing training for everyone rather than rely on employees to train themselves to gain license coverage.	12/19/2017 3:21 PM
175	Difficult to place in priority it does make the training difficult on your own especially in financial recouping of the cost could take years to even out	12/19/2017 3:08 PM
176	Scourge of the industry external training inferior and our managers claim they have trained them reducing company training slots	12/19/2017 3:03 PM
177	I would rather Qantas paid for training, but I don't think people should be punished for taking the initiative and doing an external course.	12/19/2017 2:57 PM
178	Shouldn't the co. Provide all training then the external training would not be an issue. This is how it used to work until many thought they would loose their jobs and got external training.	12/19/2017 2:56 PM
179	No	12/19/2017 2:54 PM

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180	It shouldn't be allowed, it disadvantages those who can't afford it	12/19/2017 2:52 PM
181	If a LLAME pays for his own trainmen he should NOT be disadvantaged from company training. All employees should be entitled to be company trained regardless of what external courses they buy.	12/19/2017 2:37 PM
182	External training is ok, but it shouldn't be to the detriment of the next inline to be trained as in the above question.	12/19/2017 2:34 PM
183	We should not have to do and pay for external training. The company should train and a new pay structure can have this happen without the company having to lay out more payment than they should.	12/19/2017 2:32 PM
184	NO EXTERNAL TRAINING this is what has caused many of our problems. I still think the Fed Sec's sexual orientation is questionable.....	12/19/2017 2:30 PM
185	The system favours people who use sickies for leave and leave to do training to jump others. SP objected to this as a councillor. Now it's acceptable	12/19/2017 2:13 PM
186	In question 24 the person should go to the bottom of list and stay there till 1 and 2 have done training. ie 1 and 2 will slot in above 3 at the bottom.	12/19/2017 2:07 PM
187	First, in response to question 24 i ticked the 3rd response only because i believe the answer i wanted wasnt there. I believe the person in 3rd spot should be removed temporarily from all training lists and unable to be recognized for any further training until all the other applicants remain on the list have all gained company training or had external training recognized, otherwise yes the person could go to the bottom of the list, but go and pay for another external course and get that recognized from position 13 from a manager. Not all staff can access the funds or time off to compete with those that can. Again if there is no payment attached to training then this would fix the external training situation, so again a pay structure overhaul that does not have any payments linked to individual type courses, apart from a one off for holding 2 or more licences, would solve this and other current complex situations we currently have.	12/19/2017 1:55 PM
188	No	12/19/2017 1:43 PM
189	As per the EBA any external training requires manager approval, prior to the course, for payment purposes. So in line with this why has the ALAEA allowed external trained people to be recognised and payed, whilst crucifying the very small number of cross trade trained people. Any external trained people should still have to wait until they are in line for training, not JUMP the selection process. There is currently NO selection process to allow the company to select external trained people in front of internal training selection criteria, so why have we allowed this to occur?	12/19/2017 1:36 PM
190	Re previous question , #1 should go on course regardless . Good that #3 did an external course but that should not disadvantage #1 or #2. You could have a course collector always at the top of list.	12/19/2017 1:33 PM
191	If the company choose to recognize external training it should not count as time since last course for company provided training.	12/19/2017 1:26 PM
192	No external training should be recognised. It u dermines our conditions	12/19/2017 1:17 PM
193	They should be recognised and paid for	12/19/2017 1:16 PM
194	You should be held back until it's your turn in the training cue to have your licence switched on.	12/19/2017 1:14 PM
195	Company should pay the cost of external course if course recognised and stuck in quota system because you go to the bottom of the list for no money gain ,all for job security in the industry.	12/19/2017 1:07 PM
196	I have paid for fundamentals training it should be treated the same as basics and not as licence training if you want to progress you should do it yourself and if you have , you should get preference for training, if you don't have it should be like not having your basics. I have also paid for 737-800 it was more about having a relevant license if I was made redundant. It has been recognised but as I am locked at 13 I received no payment. I am fine with that recognition moving me to the bottom of the list, I am not happy that my pay is different to others that have the same qualifications and experience	12/19/2017 1:01 PM
197	Too many managers say "yes I will support you if you do xxx training and recognise it" even in emails, then when you complete xxx training the manager says "I no longer support you"!! This has happened to me.	12/19/2017 12:51 PM

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198	An external course should be treated the same as an internal course for ranking purposes as there are some people who for various reasons are unable to purchase and attend an external course.	12/19/2017 12:51 PM
199	It is good that one can train outside and not rely on the company for all training. However this does not allow for good people who are financially unable to complete outside training to progress either. Maybe if the company trained more then all this would not be an issue. Gaining years of service points was supposed to reduce this. Maybe if you receive training say 5 points then your years of service points reset to zero. The company would be happy and the LAME would receive training.	12/19/2017 12:39 PM
200	Re question 24, #3 should not ever be offered to have his/her 777 licence turned on until he/she reaches #1 on the list. If #1 and #2 knock it back then it can be turned on but that is the only scenarios	12/19/2017 12:37 PM
201	External training lames should not be allowed to gain an advantage over any company trained lames. A company that can clearly afford to train ame/lames but chooses to use externally trained ame/lames MUST be required to pay a subsidy to the government based training organisations TAFE, University to offset the cost training to new apprentice/Trainees in that field whether B1 or B2. All Large employers should be required to train lames in B1/B2 when it can be clearly shown that they have used and recognised externally trained B1/B2 at a percentage of total Lames. Full B1/B2 (five category) lames will result in less lames having and maintaining a job in the industry, especially in Australia when wide bodied aircraft work is already limited due to the size of the market. NO EMPLOYER FREE RIDE , all Lames that are exercising and certifying any combination of categories must be compensated by payment for what they are certifying and taking responsibility for. It is clear that at this point in Australia that external training has had a substantial impact to training in the government based training organisations and has allowed private based training organisations a licence to print money, and if allowed to continue will limit the training to only those that can afford the cost thereby creating an unfair advantage to some and against the principles of a fair go for all. It will exclude people from the industry based on the ability to pay for training and not on their ability to do the job to the required standard.	12/19/2017 12:27 PM
202	I think we should not have to pay for our own course if the company needs more licenses coverage.	12/19/2017 12:21 PM
203	In an ideal world, there should be no need for 'external' training.	12/19/2017 12:11 PM
204	It benefits the rich older guys with lots of leave as the younger guys cant afford it and their leave has been wiped out by leave burn.	12/19/2017 12:09 PM
205	No pay for any course. Only years of service. Remove the financial incentive to train yourself. See how many do it then. It wont be tax deductible if there is no increase in pay I would assume. Further, if the company does not have to pay for licences they will train more people, increasing the career interest for LAMES.	12/19/2017 11:52 AM
206	Not a fan of it	12/19/2017 11:50 AM
207	Should be treated the same as company training.	12/19/2017 11:50 AM
208	5000k towards training per year	12/19/2017 11:48 AM
209	Not all LAMES have the luxury to afford to pay for an external course, or the available leave and guaranteed it will be switched on. I myself am unable to do that, I should not be penalised for not self training.	12/19/2017 11:42 AM
210	I think external training should NOT be recognised. This takes the responsibility of training away from the company. I understand that external training is a sign of initiative but people individual circumstances may be different ie cost of trading and leave required for training not everyone can afford the cost or leave to do the type training. This rewarding for external trading is discriminating to those people whose circumstances don't allow them to do the training. If in the pay structure a 'training allowance and leave for training' is added giving a subsidy to everyone this could be different.	12/19/2017 11:40 AM
211	Qantas lack of training forces LAMES to do external training to be currently employable workers. ie little full B1 limited conversion courses into full B1. I have worked at QANTAS for 15 years and never got a company sponsored course. I have asked but never received a frank answer	12/19/2017 11:33 AM
212	PEOPLE WHO SHOW INITIATIVE, A WILLINGNESS TO INVEST IN THEMSELVES AND THEIR CAREER, AND HAVE MERIT, SHOULD GET RECOGNITION. BOTH SIDES OF THE EQUATION BENEFIT.	12/19/2017 11:28 AM
213	Strongly believe that when your get an external ticket you should move to the bottom of list	12/19/2017 11:21 AM

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214	They don't even consider it the days in my experience, they've proven it's a waste of time.	12/19/2017 11:12 AM
215	I would prefer if people didn't do it.	12/19/2017 11:08 AM
216	Nobody should be stupid enough to externally train themselves. It's the company that benifit so they should be training people.it promotes quee jumping.	12/19/2017 11:05 AM
217	I've learnt from my experience and had an external type course recognised with no associated payment due to the quota positions and no movement. The only reason I trained myself on this type was because of the threats of job loss. I have received no pay raise and my externally trained type course has greatly effected and disadvantaged me for future aircraft type training. I will never train or better myself for Qantas to benefit from.	12/19/2017 11:05 AM
218	The external training system is giving the company a free kick and is a serious disadvantage to those that are financially unable to pay for their own training.	12/19/2017 11:03 AM
219	Don't agree with self initiated external training as it enables the company to get a 'free ride'. le Reduction of in-house training infrastructure, free leave burn etc.. It also causes unnecessary tension between employees. External training over the years has allowed individuals to 'jump the queue' and cost many eligible trainees to miss out.	12/19/2017 11:02 AM
220	If Lames wish to train themselves, with their own leave with crap restrictions of forced leave and leave bidding , good luck to them , they should be recognised and remain in top of the lists for company training.	12/19/2017 10:58 AM
221	Guys that train themselves should be rewarded when appropriate and they have to accept that to have that training recongnised can affect their future training opportunities... the most important factor is to ensure we have a pay system in place that will allow this license recognition to attract a payment. When they are quota blocked with no payment received and then punished with reduced points in the company training assessment it is morally wrong...	12/19/2017 10:57 AM
222	The whole selection process for courses is flawed. The merit based system has shown that a LAME has been selected twice in short succession for courses when there were other more suitable LAMEs more deserved however the time since last training played a role in both selections even though only one was considered significant training. Well done with that one Qantas and the ALAEA.	12/19/2017 10:52 AM
223	I have done 27 years in total with Qantas (in two stints). My one and only type course was in 1987 (747 classic) and was only an Airframe course as I had done the Engine myself. Now, because I went out and spent \$6500 and 6 weeks of my own annual leave I'm not considered for any training for 8 more years. That will be over 30 years with QF and I'll only have received half a course back in the 80's.	12/19/2017 10:49 AM
224	Not all employees can afford the time or cost involved to train themselves regardless of having initiative or not. External training should be only recognised when that person is due for training anyway. Sick of people jumping the line!!!!	12/19/2017 10:48 AM
225	no	12/19/2017 10:47 AM
226	No external courses to be recognised. It ruins the whole selection criteria for everyone. Just because you can afford a course doesn't mean the others have no initiative. Someone more competent with lots of initiative may not have the financial ability to pay for their own course.	12/19/2017 10:40 AM
227	If there was a fair training system for QF type courses, there would be no need for good LAME's to buy external courses. Course selections these days have to be politically correct, and if a LAME hasn't been trained for many years, there may well be a good reason for it. There is no shortage of LAME's who find several excuses not to do work and be difficult, but these same people are entitled to be trained. Why?	12/19/2017 10:39 AM
228	The course selection should be a combination of merit and rotation selection.	12/19/2017 10:33 AM
229	Ref Q24 yes like me now you go to the bottom of the list, BUT Qantas should reimburse you \$ and your leave. But the company can only do this under extreme circumstances like the B737 Wi-Fi mod contract where they needed those licences right away.	12/19/2017 10:31 AM
230	It should stay the same as an internal course	12/19/2017 10:30 AM

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231	The previous question is not reasonable because it does not take into account individuals who can't afford to pay or don't have time for external training. In xxx, I hadn't had training for 25 years, but when training came up, the bosses sweethearts got trained before me. Finally I got trained after another 2 years, but now I'm last in the queue again, because I been trained most recently. So the first to be trained again, are the same people, although I've had 1 course in 25 years and some of them have had 4 courses in 25 years. On the current basis, all the same people will continue to be trained first. That's not reasonable.	12/19/2017 10:29 AM
232	It is a massive sacrifice for someone to undertake so it should be treated differently to a company course. The company is also talking about making certain type licensing redundant when aircraft are retired from the fleet. I believe if that license was paid for by the lame it should still retain a payment!	12/19/2017 10:24 AM
233	External training should be discouraged for permanent employees. However new starters should be recognised.	12/19/2017 10:23 AM
234	I still see external training as the Cancer that has eaten away at us for many many years	12/19/2017 10:23 AM
235	It's a hard one but, only recognizing internal training I feel is the fairest option. Not all of us with families have that much leave to burn.	12/19/2017 10:19 AM
236	If there was a rotational list person at top of list will have preference, then follow down the list. If person has retained licence externally they are still in there position on the list. When they reach the top of the list then they can get activated.	12/19/2017 10:17 AM
237	The company should reserve the right to pay only the people they choose. However the criteria for choosing should be transparent. But company sponsored training needs to be maintained and should be legislated.	12/19/2017 10:09 AM
238	I personally disagree with external training, even though I have done one myself. I felt i was forced to do it myself because so many others had, i felt that I would never get the licence internally as the company had plenty of lames on that type. However, if someone wants to advance their career and use their own time and money to do so, i cannot disagree with that. If someone does so, when that external training is recognised that person should be considered the same as someone who was trained internally in terms of time since last trained.	12/19/2017 10:01 AM
239	External training help our member who missed training opportunities, they have to spend their own time and money. Course selection system is not fair in Qantas.	12/19/2017 9:56 AM
240	Only recognise external training when that person moves to number one on the list so people don't short cut.	12/19/2017 9:54 AM
241	if trained by CASA approved course and no further training required by company it must be paid in full if recognized by company you work for.	12/19/2017 9:52 AM
242	External type training can only be recognised if it is in original trade and with a pay system with no points can be approved with the lame number 1 in your example still getting trained so it's an extra lame to cover the staff shortage	12/19/2017 9:47 AM
243	As harsh as it maybe, some people wether lame or LAME should not be trained. So allowing them to train themselves and then attend work and be paid more to be useless is a slap in the face to those who do put the effort in	12/19/2017 9:44 AM
244	All external training that is recognised by Qantas should be treated exactly the same as if it was provided by Qantas. The LAME goes to the bottom of a list, or receives 0 points time since last course.	12/19/2017 9:42 AM
245	if we had a pay structure not directly related to type course training this would be less of an issue, ie everybody trained, no need to do external courses	12/19/2017 9:39 AM
246	It should have equal standing, ie, in above example, number three should wait until he is at number 1 to get his course recognised.	12/19/2017 9:38 AM
247	No	12/19/2017 9:36 AM
248	External training is a way you can create opportunities for yourself by increasing qualifications. This happens in the outside world all of the time. ie an accountant studying to become a CPA. You shouldn't be penalised in any course selection process because you have self trained	12/19/2017 9:35 AM
249	If it's applicable training for what you work on you should get recognized	12/19/2017 9:30 AM
250	as it is now, move to the bottom of the list	12/19/2017 9:29 AM

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251	Yes, if someone were to jump the que, I would not recognise that licence until they reached the number 1 spot. That way no one else would have been overtaken in the que! Even then the individual should have the managers approval prior to undertaking the training. I am sick to death of people doing external training on our station after the manager said "NO" to recognising it. Then later, because it suits his needs as he was to slow to train station engineers he changes his mind and recognises them and they receive payment and jump the entire que. This then negates the need for him to train anyone. One person has done this on several types!! That is just wrong and ruins the system completely!! It needs to be stopped....	12/19/2017 9:29 AM
252	I don't encourage external training, companies should train employees as demands exist	12/19/2017 9:22 AM
253	External training undermines the whole system of training wait listing. As the paid for training LAMEs get recognised the those who cannot afford or are not able to pay for their own training face further wait time for training. At some time QANTAS may encourage employees to pay for external training, it is easier and more cost effective to the company to do so. Be careful in endorsing the practice.	12/19/2017 9:19 AM
254	My only view on external training is I wish people would not do it. Just wait your turn and let the company train us.	12/19/2017 9:19 AM
255	External licences produce a poor licences lame. They are nothing more than a guaranteed licence on paper. .	12/19/2017 9:15 AM
256	although i have utilised external training to gain a b738 b2 licence, i dont really like the concept of external training. in my experience it is generally always of an inferior quality than in house training. my reasons for doing it at the time was more about trying to get to line maintenance than just simply getting another level. i didnt get to line but i ultimately had it recognised and got the level (8 years after completing the course). if a new payment system reduces or removes the value of type payments, that will obviously affect peoples decisions to use external training. ie: if they know they will get reduced or zero extra money for doing an external course, then they will obviously reconsider paying the money and using the leave required to do that external training. if they still insist on doing external training then it should be recognised, but as i answered in question 24, although it may allow an individual to "queue jump" , they should go to the bottom of the list once recognised.	12/19/2017 9:14 AM
257	Should drop to the bottom of list if qantas recognised course	12/19/2017 9:10 AM
258	If a person buys a an external course with his own leave and money it should be recognised ONLY if he is deemed good enough for internal selection.	12/19/2017 9:08 AM
259	As per Q24, if company recognises external course they should move back to the end of the list.	12/19/2017 8:59 AM
260	Worried that it becomes a free for all and then the company wouldn't ever have to do internal training. Unfair on the fellas who cannot afford the leave or the money to do external training	12/19/2017 8:56 AM
261	It should be outlawed. It is giving rise to second rate training providers that suck the money and deliver poor quality training. Plus its unfair for those that cant aford leave or the total vost of training. #3 above should not be recognized until he is #1.	12/19/2017 8:53 AM
262	A 4 teir pay system based on years of service would probably remove the need for external trainings. Also remove the B1,b2 disparity in regards to radio basic payments.	12/19/2017 8:48 AM
263	The LAME who has external training recognised needs to fulfil all the QF differences training criteria. This may prove difficult to introduce due to Training School limitations to create a Diff's course.	12/19/2017 8:47 AM
264	not sure there can be any set rule, there might always be varying situations and requirement	12/19/2017 8:46 AM
265	No	12/19/2017 8:39 AM
266	Should be treated like a company course if recognised	12/19/2017 8:34 AM
267	Question 24 still allows applicant 12 to have his/her type rating recognised even though they may have only just picked up a rating. This happened at Syd Domestic. External training wasn't the cause (lame was trained internally) but the lame had consequetive training. External training makes this issue easier for the company, also leading to division of the trades	12/19/2017 8:34 AM

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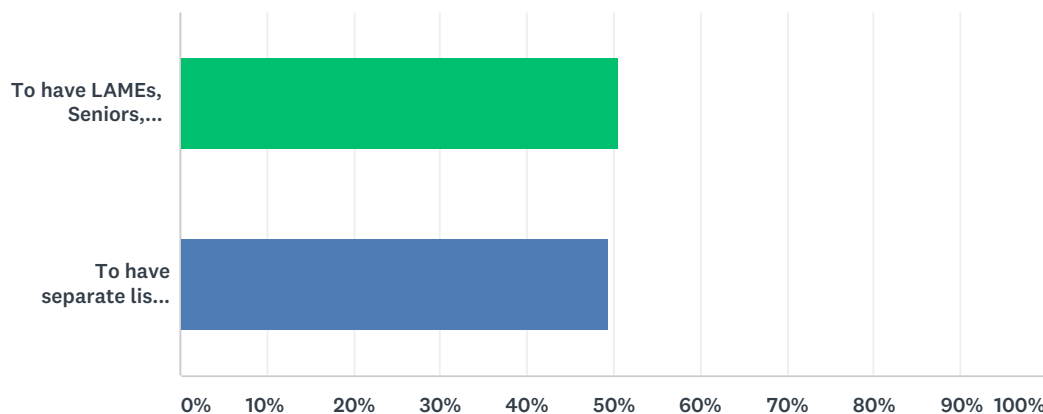
268	being penalised for doing for example the B777 course twice once in 2000 and again in 2014, instead of QF type courses and being put to the bottom of the training list is fundamentally wrong who cares if one is a license as the payment is t he same. twice now I ha 've had this payment lost. I'm at least 2 QF types behind my fellow workers of the same year. maybe QF will get the new b777 and I can do it a 3rd time for no gain.	12/19/2017 8:33 AM
269	Remain status quo. Company can choose to recognise it. But if they do it counts as time since last trained	12/19/2017 8:32 AM
270	It should be recognised however the LAME then goes to the bottom of the training list.	12/19/2017 8:30 AM
271	If you buy a course you go to the bottom of the list.	12/19/2017 8:29 AM
272	It should not be recognised at all, the external training providers are profiting on lames trying to jump the cue. All training responsibilities should be on the company not the lame	12/19/2017 8:26 AM
273	There needs to be a level playing field with external training. Anyone who does external training and has it recognized should move to the bottom of the list for future training.	12/19/2017 8:22 AM
274	Sometimes those who do external training are forced to do so because Qantas does not follow a fair system (same lames always getting the training) so those who are missing out are forced to do outside courses in hope for recognition of that training to keep up with the spooners retaining or hoping to retain their job security.	12/19/2017 8:21 AM
275	I don't see how an excellent LAME who does his job extremely well who does not train himself should be disadvantaged by a LAME who is considered a loose canon liability of sorts who trains himself should get it recognised at the excellent LAME's expense. Rotational system would go to evening this out but it has to have some merit based system included. (merit based not matey matey based). Qantas SAM already has system where only Senios actors and above get the training, Check the internal training for the last 10 or so years it will be heavily slanted.	12/19/2017 8:19 AM
276	The rotational way is the only transparent and fair way of selection that is not open to corruption	12/19/2017 8:19 AM
277	It should be recognised without condition.	12/19/2017 8:01 AM
278	Ideally it wouldn't be needed but unfortunately it is so I don5 think external training should affect training points for the purpose of course selection	12/19/2017 7:58 AM
279	With regard to a couple of questions ago where a B2 was able to pick up a B1, he wouldn't need to take a B1 position as he would be taking a B2 slot but gaining an extra qualification.	12/19/2017 7:57 AM
280	A fair and democratic system should be welcomed.	12/19/2017 7:56 AM
281	External training de values current alaea course selection criteria	12/19/2017 7:55 AM
282	If it fits in within the port requirements then it should be recognised.	12/19/2017 7:43 AM
283	Many LAMEs are training themselves out of necessity, to keep their jobs. The company should be training them. The system should remove some of the advantages of self training and encourage the company to train. Maybe less pay rise for extra types. Maybe only recognise a self-trained licence once every 4 years or so. Go to the back of the "list" and forfeit your service progression if you get an outside course recognised.	12/19/2017 7:43 AM
284	If the current system remains the (380) type selection criteria for time since training should be halved if it is a external course recognition.	12/19/2017 7:40 AM
285	The issue with external training is it only suits those with the money available to do the course. Whilst we can all save to further our careers potentially, it puts pressure on families who have other priorities. Also there is no guarantee of payment after you have the CASA ticket.	12/19/2017 7:38 AM
286	Que Jumpers	12/19/2017 7:35 AM
287	There should be a mechanism that is fair to allow recognition but also not unfairly discriminate those who can't afford to pay for or do not have enough leave for an external course.	12/19/2017 7:32 AM
288	Exclusion removal or opposite trade recognition should not put you on the bottom of the selection list as it is not a new type.	12/19/2017 7:31 AM
289	Perhaps those buying courses should still wait their turn in line but if not, certainly moved to the bottom once being paid for that licence as they effectively queue jumped to secure that pay rise. Not everyone has the means or opportunity to do external courses.	12/19/2017 7:27 AM

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290	A more complex question than would appear. External training can be carried out with a larger view than just Qantas. External training can be carried out without attempting to gain benefits within the pay/course. Don't believe external training should be excluded but don't want it to be exploited either.	12/19/2017 7:24 AM
291	It comes down to your situation whether you can train externally and it is usually due to instability within the company. More licences you have safer your employment position is. Company also saves on the cost of training.	12/19/2017 7:21 AM
292	Having paid for 3 type courses I still believe company should provide all type training. a rotation system with some measure discouraging external training jumping the queue. And some measure for service points to allow progression despite the lack of training .	12/19/2017 7:21 AM
293	Should be offset with years of service and merit	12/19/2017 7:17 AM
294	Recognising external training benefits those fortunate enough to have the cash and/or leave available to use it to obtain training. Not every person has that opportunity.	12/19/2017 7:15 AM
295	The merit system I fell better accomodates for external training as it's managed now. I would not have received recognition for my external training without it.	12/19/2017 7:13 AM
296	If there was a rotational system there would be no need for members to undertake external type courses	12/19/2017 7:11 AM
297	If you have a license on a company recognised aircraft you should be paid for it regardless..	12/19/2017 7:10 AM
298	THE COMPANY SHOULD PROVIDE ALL TRAINING.	12/19/2017 7:06 AM
299	Company should train for their own needs as system becomes weighted to who can afford it and a rotating selection takes out management bias.	12/19/2017 7:04 AM
300	Ref to question 24. The lame should not be recognised for his license until he becomes number 1. Just because he has money and more importantly leave why should he be promoted earlier	12/19/2017 6:56 AM
301	External training should work along side company training but should never just a given as it could allow to many types to be picked up to quickly without the time to gain confidence on the aircraft .	12/19/2017 6:54 AM
302	No external training.	12/19/2017 6:51 AM
303	If we don't change the system, then external training should be recognised automatically and not affect training numbers. ie If the company needs 3 licences then they train 3 but external trained people are automatically recognised but not counted in the required 3. If rotational then you rise to the top for selection and are paid when you reach the top then drop to the bottom of the list.	12/19/2017 6:47 AM
304	SAM is the problem.	12/19/2017 6:47 AM
305	In question 24. The number 3 LAME who did the outside 777 course is only recognised when it is their turn. Number 1 & 2 are trained first	12/19/2017 6:41 AM
306	The virgin system allows people to wait for company training as they know it will be their turn eventually. Some will still self train, but this would be less likely. To remedy this, the company should have to train number 1 first, despite number 3 being qualified. Or number 1 and 2 should get bypass pay as the QF pilots do. They should get the pay rise until they are trained and then fall back into place at the bottom but ahead of number three. That way the list goes back into correct order. Otherwise number 3 not only gets payed for the type but jumps them in the list again.	12/19/2017 6:41 AM
307	Ok as long as you actually get paid for the training/licence	12/19/2017 6:27 AM
308	Does private industry segregate those who do masters, MBA etc off their own back. People want to further themselves and you guys stopping the process.	12/19/2017 6:26 AM
309	if all lames were paid the same there would be no problems as no one is disadvantaged.	12/19/2017 6:22 AM

Q26 Another complexity with rotational selection criteria is how to treat LAMEs in Supervisory positions. As it stands, the company decides when they train DMMs and Seniors. Sometimes the Supervisors all get trained before the LAMEs and other periods see many years of waiting before the Supervision get a chance at training. The problem can be treated two different ways. Firstly, everyone can rotate together in the same list. Alternatively, LAMEs, Seniors, Supervisors and DMMs can all have their own separate lists. If Qantas implemented a rotational course selection model, I would prefer -

Answered: 550 Skipped: 82



ANSWER CHOICES	RESPONSES	
To have LAMEs, Seniors, Supervisors and DMMs all rotating through the same wait list	50.73%	279
To have separate lists for LAMEs, Seniors, Supervisors and DMMs	49.27%	271
TOTAL		550