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❖ NOTICE ❖

TO: ALL MEMBERS

RE: ANNUAL ENGAGEMENT SURVEY

We thank all members who took the time to complete our Annual Industry Engagement survey. We've now asked the exact same questions for 7 years and through various means such as links via other unions and our own email links have collected thousands of responses.

The data is used when we negotiate and gives us a clear insight into the thoughts of workers and the companies that employ them. If the company that employs you does not appear in the results it is because the predetermined threshold for reliable data in relation to the number of responders has not been met.

This year's results appear below.

Steve Purvinas

Federal Secretary

Qantas Mainline Groups

Qantas Engineers	41.0%
Qantas Pilots	31.4%
Qantas Cabin Crew	38.7%
QCCA Cabin Crew	47.3%

2018 Full Results

CHC Choppers	67.5%
Network	63.3%
Alliance	56.1%
Hawker Pacific	50.1%
Air North	46.0%
Qantaslink	42.7%
Cobham	41.4%
Korr	39.8%
Qantas	39.3%
REX	38.6%
Virgin	38.1%
Cathay	33.7%
Jetstar	33.1%
Bristow Choppers	26.5%
Airservices Australia	25.4%
Emirates	20.9%
Tiger	18.7%
AMSA	14.7%
Air Niugini	8.3%

Jetstar	
Communication	20.6%
Safety	41.5%
Perception	27.5%
Management	20.1%
Individual	45.5%
Total	33.1%

Jetstar	
2012	24.0%
2013	33.5%
2014	32.1%
2015	34.5%
2016	31.2%
2017	35.4%
2018	33.1%

Qantas	
Communication	20.8%
Safety	50.3%
Perception	47.8%
Management	17.2%
Individual	51.3%
Total	39.3%

Qantas	
2012	32.1%
2013	33.6%
2014	31.2%
2015	37.2%
2016	39.8%
2017	41.8%
2018	39.3%

Virgin	
Communication	19.3%
Safety	48.3%
Perception	46.1%
Management	17.1%
Individual	51.9%
Total	38.1%

Virgin	
2012	75.8%
2013	67.5%
2014	67.1%
2015	53.6%
2016	40.7%
2017	35.8%
2018	38.1%

Airservices Australia	
Communication	11.4%
Safety	35.6%
Perception	18.2%
Management	4.3%
Individual	42.1%
Total	25.4%

Airservices Australia	
2012	
2013	27.5%
2014	55.8%
2015	39.4%
2016	39.9%
2017	38.1%
2018	25.4%

Alliance	
Communication	36.9%
Safety	64.0%
Perception	61.8%
Management	46.9%
Individual	61.6%
Total	56.1%

Alliance	
2012	88.1%
2013	68.0%
2014	60.1%
2015	55.7%
2016	43.3%
2017	54.6%
2018	56.1%

Air Niugini	
Communication	0.0%
Safety	13.9%
Perception	5.5%
Management	0.0%
Individual	17.5%
Total	8.3%

Air Niugini	
2012	
2013	
2014	
2015	
2016	17.3%
2017	5.1%
2018	8.3%

Air North	
Communication	23.0%
Safety	66.0%
Perception	47.8%
Management	10.0%
Individual	61.9%
Total	46.0%

Air North	
2012	
2013	
2014	
2015	
2016	
2017	
2018	46.0%

AMSA	
Communication	9.2%
Safety	18.3%
Perception	10.6%
Management	9.9%
Individual	20.0%
Total	14.7%

AMSA	
2012	
2013	
2014	
2015	61.2%
2016	
2017	75.9%
2018	14.7%

Bristow Choppers	
Communication	11.7%
Safety	39.8%
Perception	25.9%
Management	3.3%
Individual	44.0%
Total	26.5%

Bristow Choppers	
2012	44.3%
2013	54.1%
2014	56.0%
2015	48.0%
2016	48.7%
2017	37.8%
2018	26.5%

Cathay	
Communication	22.4%
Safety	46.9%
Perception	27.6%
Management	8.5%
Individual	46.5%
Total	33.7%

Cathay	
2012	
2013	46.2%
2014	46.3%
2015	58.5%
2016	43.1%
2017	50.4%
2018	33.7%

CHC Choppers	
Communication	58.0%
Safety	68.9%
Perception	78.0%
Management	65.9%
Individual	65.7%
Total	67.5%

CHC Choppers	
2012	53.0%
2013	34.3%
2014	42.5%
2015	61.9%
2016	51.2%
2017	72.6%
2018	67.5%

Cobham	
Communication	27.4%
Safety	54.5%
Perception	36.0%
Management	15.7%
Individual	52.8%
Total	41.4%

Cobham	
2012	77.4%
2013	70.6%
2014	81.5%
2015	74.6%
2016	57.9%
2017	53.2%
2018	41.4%

Emirates	
Communication	10.4%
Safety	23.0%
Perception	40.8%
Management	3.4%
Individual	31.0%
Total	20.9%

Emirates	
2012	
2013	66.9%
2014	
2015	27.8%
2016	27.6%
2017	37.8%
2018	20.9%

Hawker Pacific	
Communication	31.4%
Safety	55.3%
Perception	70.9%
Management	42.6%
Individual	47.5%
Total	50.1%

Hawker Pacific	
2012	
2013	
2014	
2015	61.1%
2016	
2017	61.7%
2018	50.1%

Korr	
Communication	21.9%
Safety	65.8%
Perception	23.5%
Management	15.4%
Individual	40.7%
Total	39.8%

Korr	
2012	
2013	
2014	80.7%
2015	55.2%
2016	46.3%
2017	45.8%
2018	39.8%

Network	
Communication	47.9%
Safety	66.3%
Perception	84.5%
Management	48.0%
Individual	74.6%
Total	63.3%

Network	
2012	
2013	
2014	31.9%
2015	41.7%
2016	38.5%
2017	63.4%
2018	63.3%

Qantaslink	
Communication	28.8%
Safety	51.5%
Perception	54.3%
Management	21.7%
Individual	50.5%
Total	42.7%

Qantaslink	
2012	36.9%
2013	53.4%
2014	33.3%
2015	31.5%
2016	41.9%
2017	37.9%
2018	42.7%

REX	
Communication	21.1%
Safety	54.5%
Perception	30.8%
Management	12.7%
Individual	49.3%
Total	38.6%

REX	
2012	39.3%
2013	56.3%
2014	46.7%
2015	37.3%
2016	27.8%
2017	29.5%
2018	38.6%

Tiger	
Communication	5.7%
Safety	36.5%
Perception	10.9%
Management	0.4%
Individual	30.2%
Total	18.7%

Tiger	
2012	
2013	
2014	
2015	45.0%
2016	48.3%
2017	24.3%
2018	18.7%