



THE FAIR WORK COMMISSION

Matter No: AM2020/12

Variation of award on the initiative of the Commissioner

## **FLIGHT TRAINING ADELAIDE**

### **OUTLINE OF SUBMISSIONS**

#### **Background**

The Fair Work Commission,(FWC), revised the Education Services (Post-Secondary Education) Award, to cover additional measures during the COVID-19.

Subject to clause Schedule X– Additional Measures during the COVID-19 Pandemic, sub clause, X2.1 (a), (b), (c) and (d), allowing companies to vary award conditions. Thus enabling companies connected to the aviation industry with staff under this award, keep staff employed in the industry and as safe as practicably possible.

Flight Training Adelaide (FTA) employs Ground Theory Instructors to teach domestic and international students in Australia, the instructors are covered under the Flight Training Adelaide Pty Ltd Ground Training Enterprise Agreement 2017, which is underpinned by the Education Services (Post-Secondary Education) Award.

Under clause 2.4.1 of the Enterprise Agreement, Consultation over change - All staff have been involved in meetings with the company CEO and COO during this Pandemic and have put their suggestions forward during this difficult times, on how this issue should be handled. The consensus of those covered, was agreement with FTA on clause 2.1 of Schedule X and to continue with clause 2.2 of Schedule X, for a period of six months. FTA concurs with this sentiment for the Ground Theory Instructors.

The COVID-19 impact on the aviation industry has been significant to say the least. The majority of the students are from overseas and are from international airlines. Airline operations domestically and internationally have almost instantly come to halt. The effects of Covid19 on FTA as a training provider will be delayed.

As a result, when the restrictions were first enacted, FTA had enough students in house to continue with business as usual for 6 months. That said, from June 2020 onwards, FTA will see a steady decline in student numbers with no ability to replenish those numbers due to international and domestic travel restrictions. Even when these restrictions lift, FTA is faced with most of its customers in a cash crunch with a very limited ability to fund cadet pilot training.

Our training courses are approximately 50 weeks' duration, our current student numbers have reduced to approximately 70% of what they were prior to COVID-19, however, by November/December 2020, numbers are expected to reduce by a further 40% to only 30% of expected students. Our aim is minimize the effect on our staff and an extension of the additional measures of 6 months will help the company achieve this.

**FTA's wishes to apply to extend additional measures and improve the current measures as follows:**

**X.2.1 Unpaid pandemic leave**

- (a) It is apparent though evidence in the press, that once borders are reopened, the the numbers of active COVID-19 cases will increase. Therefore, FTA wishes to extend the option of clause X.2.1 (a) for a further 6 months to allow employees access to this Unpaid Pandemic Leave.
- (b) remains in force while the extension is valid
- (c) remains in force while the extension is valid
- (d) the extension period to be 31 December 2020, with a further review at that time depending on the global aviation market and COVID-19 results and its pandemic status.
- (e) remains in force while the extension is valid

Clause X2.2 - FTA wishes to extend the option X.2.2 (a), (b) and (c) for a further period of 6 months in its entirety, with a review period at the end of the 6 months, so that staff can take annual leave at half pay and still remain employed.

This will mean that FTA will be able to ensure that its Ground Theory Instructors maintain recency of the classroom tuition and instructor abilities, while keeping the instructors current in their chosen career, while the industry as a whole recovers.

FTA does not wish to make any employee redundant, nor stand employees down, which it has not done so to this point, in fact all ongoing employees have received full pay since the COVID-19 outbreak.

Respectfully



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