

New bonus scheme at Qantas Holidays

On 27 May 2014, ASU delegate and officials met with Qantas Holidays management to discuss rostering and the new incentive scheme. The meeting arose out of the EBA negotiations, in which QH management agreed to hold 6 monthly meetings with the ASU to discuss and get feedback on rostering.

Feedback

As the rosters have not changed in some time, there was little to report on rostering. We have seen a decrease in rostering related complaints to the Union following the implementation of the new EBA. It appears a change in personnel in roster management has improved the situation in Melbourne. Members report that management has taken a more cooperative and fair approach to rostering. The ASU will continue to monitor the situation and we are keen to hear any feedback you may have, particularly in advance of the next meeting in 6 months time.

Annual leave access

The ASU raised the issue of annual leave access. Members report this continues to be an issue. QH management have committed to review staff applications for leave against leave granted to assess whether there are any systemic issues with the way leave is administered and awarded.

New incentive scheme

QH management are proposing to introduce a new incentive scheme in July this year. The new scheme is yet to be approved by senior management but this is expected to take place imminently and once this has occurred it will be communicated to staff. The new scheme

offers a monthly and yearly 'super' bonus. The ASU has raised concerns about the impact of long service leave and extended sick leave on employees ability to achieve the targets and obtain the yearly 'super' bonus. We argued that if the target is reduced to reflect that employees take annual leave, then it should also be reduced to reflect other types of leave. This is essential to the fair operation of the scheme and to ensure staff are not disadvantaged if they fall ill or utilise their hard earned long service leave entitlements.

QH management were resistant to amending the scheme. They have committed to review the bonus targets on a case by case basis and say they will not be unreasonable in their consideration of people's circumstance. Members have had some success in having their individual targets amended for long service leave. We encourage you to approach your manager and request a change to your bonus target if you are using leave entitlements other than annual leave. If you have any problems or need assistance with this request, contact your ASU delegate or organiser.

Got any questions

If you want more information contact your local organiser.

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