



Qantas Payroll – A story that has no end

In our Qantas EBA 9 we continued the practice of having regular payroll committee meetings with Qantas over issues members have raised with us about the Qantas Payroll System.

Your committee has met with the company on 3 occasions this year. Here is a summary of what has been discussed.

Time & Attendance Clocks Airport

Problem: Failure to swipe regularly occurs resulting in pay deductions, clocks jump time and are not synchronised.

Result: Qantas says the clock software has been updated so failure to swipe should not be happening as often – we provided instances of when it has – QF looking at location of clocks as factor. Despite denying clocks jump, the company acknowledges this may be happening. If you have experienced this problem recently please let your delegate or organiser know and make sure you report it to the company.

Payslips

Problem: Payslips are hard to understand and difficult to reconcile particularly for shift workers and those working variable hours.

Result: We have highlighted our problems and possible solutions that may make payslips understandable. QF is considering our proposal –

don't expect any response until post July 2012. Any change will be across QF not just ASU ranks.

Unauthorised Deductions

Problem: We highlighted some unauthorised deductions which we believed were contrary to EBA 9. We also highlighted problems with crediting etc. of carers leave in Telesales.

Results: More work is being done on the carers' leave problem. QF is looking at the problems around deductions particularly in circumstances where absences are involved.

HDA Calculations

Problem: We are querying how full time shift workers get paid RDOs when working higher duties.

Result: QF is still investigating this issue and are to come back to us.

EBA 9 Backpay

Problem: Some staff received negative adjustments in their payslips when the back pay was made and particularly if they were red circled or on a pay differential

Result: A written explanation is expected. If you have a problem in this area contact your organiser.

Qantas Issues

Qantas also had some issues that they wanted to bring to the table for discussion and here is a summary of their issues:

Move to online payslips only

QF says that 80% of ASU covered staff now get their payslips online not in hard copy format. QF has signalled that they would like to get the remaining staff to use online payslips. They say that it will allow the company to trial run the pays slightly later and improve accuracy. We have no reason to doubt this.

QF will shortly be communicating with those staff who are not online to encourage changing. We have said to QF that access to computers may well be an issue for some people.

We are still in discussions with Qantas about what can be done.

If you still get a paper payslip from Qantas – we would appreciate hearing from you about this to see if any issues can be resolved and so we can understand any barriers you have to receiving an online version only.

Pay week changes – A QF try on

QF has again signalled that they want staff in ASU EBA 9 areas to be paid 2 weeks in arrears not as currently one week in arrears and one week in advance.

Members will recall that this was an issue in our EBA 9 negotiations and we agreed to disagree on this particular issue, but we did settle some payroll issues between us.

Now Qantas says that they are thinking about introducing the 2 weeks in arrears pay for all new starter employees – maybe from 1 July 2012.

They say they are considering asking staff to volunteer to go 2 weeks in arrears and change around at their own cost.

We have said to them that members cannot do without a week's pay to change over and that we don't believe it is fair to ask people to do this. Who can manage without a week's pay? Maybe Alan Joyce and senior managers can afford this but no one else can.

QF is considering our response and our strong belief that existing employees will not be able to swap over and should be compensated or have the week's pay covered.

Members need watch this space for updates on these issues – we will keep you posted.

What is next?

If you have any questions, queries on information you think we need to know about payroll contact your local ASU organiser. We will have another meeting to resolve the outstanding issues soon.

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