



Working and Training Away

From time to time Qantas may require you to attend a training course that you may be obligated to attend. Sometimes such requirements for training may see you travelling interstate to attend.

When this happens do you understand what your entitlements are?

Your entitlements are found in your Agreement and in Qantas policy. This is what our Australian Services Union (Qantas Airways Limited) Agreement 9 states:

Clause 86: *If an employee is required to attend a training course, the Company must pay the employee his or her full salary (including all shift allowances and weekend penalty rates) that the employee would have received had the employee worked his or her normal roster or ordinary hours.*

Where a part time employee attends a full time training course, the part time employee will be paid as a full time employee for the duration of the course. Where a part time employee attends a training course that is not a full time training course but the hours of the course exceed the part time employee's normal rostered hours, the additional hours will be paid in accordance with clause 18.5.1.

However, the above does not apply to a new employee who may be required to attend an initial training course commencing within one month of the employee's engagement with the Company.

Clause 18.5.1 states:

Where a part time employee is required to work additional hours on a day and the number of hours worked in total does not exceed 7.6 hours, all hours will be paid at single time, provided that any hours in excess of 7.6 hours shall be paid at the normal overtime rate.

Sometimes you may spend a longer period away from your usual workplace and working hours because of training that may be interstate.

In cases like this, we have an expectation that members are adequately remunerated for attendance at Company courses.

In addition, you are also entitled to have your duty travel meal expenses reimbursed.

If you encounter problems with having your full time spent away on a training course paid, we recommend that you contact one of your ASU Delegates below in the first instance:

- **Tony Scott**
- **Stephanie Hill**
- **Melinda Rose**
- **Umesh Chand**
- **Gino Boccalatte**
- **Jo Muller**

If you require further information, please contact the Union Office on 1800 177 244 or email: info@qld.asu.net.au

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