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Update on Qantas redundancies

On Friday 18th July 2008 Qantas announced their intention to cut 1,500 jobs across the Group by December 2008.

Despite this announcement we have been unable to get exact details of which areas will be hit by job cuts, instead we have been told by Qantas management that the ASU will be involved in a series of meetings with the Group General Managers of Human Resources for each of the business segments to get an indication of where they believe the job cuts will come from.

A meeting has been set with the Group General Managers for each segment on Friday 1st August 2008 in Sydney and it will involve initially ASU officials and Sydney based delegates so that we can understand in general terms what the process will be ongoing.

What must Qantas do?

Each of the ASU's collective agreements with Qantas Group companies provides for the process under which Qantas must consult the ASU and employees in an effort to minimise redundancies.

In the Australian Services Union (Qantas Airways Limited) Agreement 8 the relevant provisions about redundancy are in Part 8 of the Agreement. In particular the Agreement provides that:

"Before implementing compulsory redundancy Qantas will investigate, provide information to and consult with the ASU on the following options:

- a) Redeployment to another position and opportunity for 'job swaps' where there is a reasonable skill and location match;*
- b) Employees taking extended leave and exhausting accumulated leave;*
- c) Employees taking periods of unpaid leave;*
- d) Full time employees converting to part time;*

- e) Full time employees converting to job-share; and*
- f) A process of expressions of interest in which a suitable number of volunteers may be found.*

These options may be investigated concurrently."

As a result of this Clause we will work very hard to maintain as many jobs as possible and ensure that Qantas implements the full extent of the options that are available to staff who do not wish to leave the company.

We also are concerned that even if staff want to leave the company, that those who are left behind do not have to shoulder additional work and stress as a result of any redundancies. Rest assured that during this process as always we will scrutinise very carefully what Qantas is proposing and involve members and delegates at every step of the way.

What's next?

We will attend the meeting on Friday 1st August 2008 and report back to members generally on what we have been advised of.

Got any questions?

If you have any questions don't hesitate to contact your local ASU Organiser or Delegate or watch the ASU website for updates and information.

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