



THE UNIVERSITY OF MELBOURNE ARCHIVES

NAME OF COLLECTION	FLIGHT CREW OFFICERS' TRIBUNAL
ACCESSION NO	1987.0151
CATEGORY	Labour, organisations
DATE RANGE	1952-1954, 1966-1975
SIZE OF COLLECTION	15 archives boxes
HISTORICAL NOTE	<p>In 1967, pilots, navigators and flight engineers were once again brought under the centralised arbitration system, after having been de-registered since 1957. The Flight Crew Officers' Tribunal was established by the Commonwealth Parliament in October 1967 as a single body to deal with industrial disputes involving pilots, navigators and flight engineers in the airline industry. Professor J.E. Isaac was appointed president of the first tribunal in 1968. He resigned in 1971 and was succeeded by P.A. Coldham, Q.C., who was also appointed deputy president of the Australian Conciliation and Arbitration Commission. The decisions of the tribunal are published in Commonwealth Arbitration Reports. These papers especially reflect the formative years of the tribunal when some landmark decisions were made.</p>
ACCESS CONDITIONS	Access: Open

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LIST OF RECORDS

NAME: Flight Crew Officers' Industrial Tribunal

(Papers compiled by Professor J. Isaac as president of tribunal, and some earlier collections of newspaper clippings on aspects of labour and the workforce)

HISTORICAL NOTE:

In 1967, pilots, navigators and flight engineers were once again brought under the centralized arbitration system, after having been deregistered for about eight years (c. 1959-67) and in that time using collective bargaining tactics to advance what was at first a comparatively good position.

The Flight Crew Officers' Tribunal was established by the Commonwealth Parliament in October 1967 as a single-person body to deal with industrial disputes involving pilots, navigators and flight engineers in the airline industry.

Professor J E Isaac, then of Monash University, was appointed as the president of the first tribunal early in 1968. He resigned in 1971 and was succeeded by Mr P A Coldham, QC, who was also appointed as a Deputy President of the Australian Conciliation and Arbitration Commission. Mr Justice Coldham is still at the Tribunal at present (September 1987).

In the early days of the tribunal, because of the accumulation of cases, two ad hoc appointments were made (Mr J Keely, QC, and Mr K D Marks, QC) to deal

with a few matters and so reduce the backlog of cases.

The decisions of the tribunal are published in Commonwealth Arbitration Reports. These papers reflect especially the formative years of the tribunal, when some landmark decisions were made.

A useful reference on the history of the tribunal is Blain, Nicholas, Industrial Relations in the Air, University of Queensland Press, 1984.

DATE RANGE: 1952-54, 1966-75

QUANTITY: 2.1 metres

Acronyms: AAFGA - Australasian Airline Flight Engineers' Association
AANA - Australian Airline Navigators' Association
AFAP - Australian Federation of Air Pilots.

INDEX TO LIST:

1. Early newspaper cuttings
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5. Miscellaneous.

FLIGHT CREW OFFICERS' TRIBUNALLISTBox No.

1. 1. Early newspaper cuttings (Indexes of articles at front of each file)
 - 1/1 Wages and hours, February 1952-December 1953.
 - 1/2 Wages and hours Part II, November 1953-July 1954.
2. 1/3 Arbitration, February 1952-January 1954.
 - 1/4 Industrial relations, October 1952-March 1954.
 - 1/5 Long service leave, August 1953-July 1954.
 - 1/6 Wage incentives, October 1946-May 1954.
 - 1/7 Labour, February 1952-April 1954.
3. 2. Administrative material
 - 2/1 Weekly statements of business of tribunal, January-December 1969 (also includes sittings of Professor Isaac February-June 1968).
 - 2/2 Weekly statements of business of tribunal, January-December 1970.
 - 2/3 Weekly statements of business of tribunal, January-December 1971.
4. 3. Correspondence
 - 3/1 Regarding inquiry into the dispute between Australian Federation of Air Pilots and domestic airlines, March 1966-June 1969.
 - 3/2 Grievance Board, October 1967-May 1968.
 - 3/3 Grievance Board, June-October 1968.
 - 3/4 Professor Isaac's appointment as Chairman of the Grievance Board, February 1968.
 - 3/5 Australian Airline Navigators' Association, February

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1968-November 1971.

- 3/6 Australasian Air Flight Engineers' Association, December 1968-July 1969.
- 3/7 Correspondence with various employee groups re cases, April-December 1969.
- 3/8 Instant pilots, February-June 1970.

5. 4. Arbitration

4/1 Manuscript notes on cases

- 4/1/1 Various cases, February 1968-June 1969.
- 4/1/2 Various cases, May 1969-May 1970.
- 4/1/3 Various cases, June 1970-October 1971.

4/2 Official documents (includes some related correspondence and other papers)

- 4/2/1 Report on the Inquiry into the dispute between the Australian Federation of Air Pilots and domestic airline companies, 1966 (Industrial relations procedures).
- 4/2/2 No 1 of 1967. AANA v. QANTAS. Decision, May 1968 (Sick leave conditions).
- 4/2/3 No 2 of 1967. AAFFA v. QANTAS. Transcript decision. March 1968 (Salaries paid to certain members of AAFFA employed Electra L188 Aircraft).
- 4/2/4 No 101 of 1967. Act incorporating the Flight Crew Officers' Industrial Tribunal under the Conciliation and Arbitration Act 1967, November 1967.
- 6. 4/2/5 Nos 1 and 7 of 1968. AANA v. QANTAS. Announcement transcript (incomplete), answers and decision, December 1969 (retrospectivity of Boeing type allowance and rates of pay).
- 4/2/6 Nos 1 and 7 of 1968. AANA submission to tribunal, 1968 (see 4/2/5).
- 7 4/2/7 Nos 1 and 7 of 1968. AANA submission to tribunal:

- Vol 2, July 1969 (see 4/2/5).
- 4/2/8 Agreements, notes and other working papers for Nos 1 and 7 of 1968, 1969 (see 4/2/5).
- 4/2/9 Professor Isaac's summary of the AANA claims, and his draft decision for Cases Nos 1 and 7 of 1968, December 1969 (see 4/2/5).
- 4/2/10 Nos 2 and 3 of 1968. QANTAS v. AFAP. Transcript, April 1968 (terms and conditions of QANTAS air pilots).
- 4/2/11 No 5 of 1968. AFAP v. Ansett-ANA. Transcript, February 1968 (termination of helicopter pilots).
- 4/2/12 No 5 of 1968. AFAP v. Ansett. Draft decision, March 1968 (termination of helicopter pilots).
8. 4/2/13 Nos 6 and 18 of 1968. AFAP v. Ansett. Submissions, transcripts, AFAP circulars, correspondence, decision and other papers, March 1968 and August 1969 (crewing of DC9 aircraft - [two files]).
- 4/2/14 No 10 of 1968. AFAP v. Ansett. Transcript and agreement, March 1968 (release from duty for conference).
- 4/2/15 No 11 of 1968. AFAP v. TAA. Transcript, decision and other papers, March 1968 (withholding of pay).
9. 4/2/16 Nos 12 and 24 of 1968. AFAP v. TAA and QANTAS. Announcement, transcript, decision and other papers, December 1968 (termination at 55 years of age).
- 4/2/17 No 13 of 1968. AFAP v. Ansett and TAA. Transcript and decision, May 1968 (basis of payment during long service leave).
- 4/2/18 Nos 14 and 15 of 1968. AFAP v. MacRobertson Miller Airways, and AFAP v. Ansett and TAA. Decision, May 1968 (superannuation contributions and retirement benefits).
- 4/2/19 No 16 of 1968. QANTAS v. AAFEA. Transcript, March 1968 (charter flights to New Guinea).
- 4/2/20 No 17 of 1968. Ansett v. AAFEA. Transcript, April 1968 (threatened stoppage of work).

- 4/2/21 No 21 of 1968. AFAP v. QANTAS. Transcript and decision, July 1969 (service in armed forces to count as long service leave).
- 4/2/22 No 22 of 1968. AFAP v. Ansett and TAA. Transcript, announcement and decision, July 1968 (reimbursement to pilots of loss of licence insurance).
- 4/2/23 No 25 of 1968. AAFEA v. TAA and Ansett. Award order, July 1968 (wages and working conditions for flight engineers).
- 4/2/24 No 26 of 1968. AAFEA v. QANTAS. Transcript and award order, August 1968 (wages and working conditions for flight engineers).
10. 4/2/25 No 27 of 1968. AFAP v. TAA. Report of a local industrial board, transcript, interim decision, decision, correspondence, September 1968 (promotion procedure to command of a First Officer).
- 4/2/26 No 35 of 1968. Ansett-ANA v. AFAP. Various working papers and correspondence, 1966-68 (integration of Queensland Airlines with a pilots' seniority list).
- 4/2/27 No 35 of 1968. Ansett-ANA v. AFAP. Transcript and draft decision, December 1968 (integration of Queensland Airlines with a pilots' seniority list).
- 4/2/28 Airline Navigators' (QANTAS) Award, 1969.
- 4/2/29 No 6 of 1969. AFAP v. TAA. Announcement and decision, September 1969 (handling of industrial grievance procedures).
- 4/2/30 No 6 of 1969. AFAP v. TAA. Transcript and decision, September 1969 (handling of industrial grievance procedures).
- 4/2/31 No 8 of 1969. AFAP v. Ansett and TAA. Claim by QANTAS, transcript, announcement, c.1970 (conditions for domestic pilots).
11. 4/2/32 No 8 of 1969. AFAP v. Ansett and TAA. Proposed Airline Pilots' (QANTAS) Agreement 1969 (Exhibit 1), Airline Pilots' (QANTAS) Award 1970, 1969-70 (conditions for domestic pilots).

- 4/2/33 No 8 of 1969. Announcement, correspondence, decision, August 1973 (conditions for domestic pilots).
- 4/2/34 No 9 of 1969. AFAP v, QANTAS. Transcript, announcement, interim award, manuscript notes and decision, c.1970(?) (conditions for airline pilots in overseas airways).
12. 4/2/35 No 9 of 1969. AFAP v. QANTAS. Transcript, QANTAS submission, reply from AFAP to submission by QANTAS, announcement, interim award, decision, c.1970(?) (conditions for airline pilots in overseas airways).
- 4/2/36 No 12 of 1969. AFAP v. Commercial Aviation Pty Ltd. Decision, August 1970 (non-payment of appropriate salary rates under Flight Instructors' Award 1969).
- 4/2/37 No 14 of 1969. QANTAS v. AFAP. Decision, December 1969 (non-cooperation by pilots).
- 4/2/38 Nos 23 and 36 of 1969. Application for certification of agreement, July 1970 (Airline Flight Engineers' [Domestic Operators'] Agreement 1970).
- 4/2/39 Airline Flight Engineer Officers' (QANTAS) Award 1970.
- 4/2/40 No 1 of 1970. AFAP v. Connellan Airways. Transcript, decision, correspondence, November 1970 (wages and working conditions of pilots).
- 4/2/41 No 2 of 1970. QANTAS v. AANA. Papers, correspondence, acts, draft decision, and others, c.1971 (conditions of employment of navigators).
- 4/2/42 No 2 of 1970. QANTAS v. AANA. Drafts, transcript, announcement, decision, and other papers, 1971 (conditions of employment of navigators).
13. 4/2/43 No 2 of 1970. QANTAS v. AANA. Exhibits, correspondence, re bidding system, 1970-71 (conditions of employment of navigators).
- 4/2/44 No 2 of 1970. QANTAS v. AANA. Transcripts, exhibits, 1970-77 (QANTAS Navigators' Technological

Displacement Agreement).

- 4/2/45 No 2 of 1970. QANTAS v. AANA. Exhibits, 1977 (QANTAS Navigators' Technological Displacement Agreement).
14. 4/2/46 No 2 of 1970. QANTAS v. AANA. Exhibits, 1977 (QANTAS Navigators' Technological Displacement Agreement).
- 4/2/47 No 2 of 1970. QANTAS v. AANA. Announcement and decision, December 1970 (wages and working conditions of navigators).
- 4/2/48 No 2 of 1970. QANTAS v. AANA. Decision, correspondence and other papers, 1971 (wages and working conditions of navigators).
- 4/2/49 No 2 of 1970. QANTAS v. AANA, Gazetted announcement, 1972.
- 4/2/50 (unnumbered). AFAP v. Brain and Brown Air Freighters, April 1970 (conditions of employment of pilots).
- 4/2/51 (unnumbered). Case of First Officer Lavin. Submissions from AFAP and TAA, decision, and correspondence, 1970 (promotion of Lavin).
- 4/2/52 No 6 of 1970. AAFEA v. Ansett and others. "Airline Flight Engineers' (Domestic Operators') Agreement 1970" (draft) and transcript, August 1970 (terms and conditions of employment).
- 4/2/53 No 7 of 1970. AAFEA v. QANTAS. Proposed award, exhibits, transcripts, and decision, 1970 (wages and conditions of flight engineers).
- 4/2/54 No 7 of 1970. AAFEA v. QANTAS. Decision, 1970 (wages and conditions of flight engineers).
15. 4/2/55 No 8 of 1970. TAA and Ansett v. AFAP. Announcement and report, August 1970.
- 4/2/56 Nos 10, 12 and 15 of 1970. Bush Pilots Airways Ltd and others, Aeronautical Supply Co Pty Ltd and others, and Burnett Airways Ltd and others v. AFAP. Decision and correction, September 1970 (wages and conditions of pilots).
- 4/2/57 No 11 of 1970. AFAP v. QANTAS and TAA.

- Announcement, June 1970 (retire certain pilots on 1 July 1970).
- 4/2/58 No 16 of 1970. "Flight Instructors' Award 1969". Order, October 1970 (National Wage Increase).
- 4/2/59 No 17 of 1970. Air Pilots Guild of Australia v. TAA and others. Affidavits, correspondence, transcript, and relevant papers, 1970 (wages and conditions of pilots).
- 4/2/60 No 27 of 1970. AFAP v. JETAIR Australia Ltd. Application (to vary agreement), December 1970 (severance pay for pilots terminated due to economic redundancy).
- 4/2/61 No 28 of 1970. QANTAS v. AFAP. Relevant papers, transcript, December 1970 (refusal of pilots to operate QANTAS flights carrying certain supervisory pilots).
- 4/2/62 No 23 of 1972. AFAP v. Civil Flying Services (WA) Pty Ltd, and Masling Commuter Air Services Pty Ltd, and Nationwide Air Services Pty Ltd. Award, June 1973 (salaries and conditions of pilots employed by respondent companies).
- 4/2/63 No 2 of 1973. Agricultural Aviation Pilots' Award 1971. Order, March 1973 (application for variation re accident benefit).
- 4/2/64 Nos 3 and 6 of 1973. Agricultural Aviation Pilots' Award 1971. Order, May 1973 (application for variation re rates of pay and definition of "charge-out price of aircraft").
- 4/2/65 No 7 of 1973. Helicopter Pilots' (General Aviation) Award 1972. Order, August 1973 (variation re National Wage Case).
- 4/2/66 No 9 of 1973. AFAP v. Masling Commuter Services Pty Ltd. Order, August 1973 (conditions of service for pilots engaged on commuter operations).
- 4/2/67 No 10 of 1973. Connair Pilots' Award 1972. Order, October 1973 (salaries for pilots engaged for DC3 flying).
- 4/2/68 No 13 of 1973. Agricultural Aviation Pilots' Award

1971. Order, August 1973 (inclusion of certain persons and firms under the terms and conditions of the said Award).
- 4/2/69 No 14 of 1973. AFAP v. Connair. Order, October 1973 (time allowable for issuing of Senior Commercial Pilot Licence and status and duties of pilots).
- 4/2/70 No 12 of 1974. Helicopter Pilots' (General Aviation) Award 1972. Order, September 1974 (application for variation re salaries and exclusions).
- 4/2/71 Nos 16, 17 and 18 of 1974. AFAP v. QANTAS, Airline Navigators' Association v. QANTAS, and AAFFA v. QANTAS. Order and decision, November 1974 (salaries).
- 4/2/72 No 19 of 1975. Pilots' (General Aviation) Award 1975. Decision, October 1975 (variation re salaries).
- 4/2/73 No 45 of 1975. AFAP v. General Aviation Association. Decision, December 1975 (dispute re termination of services of Captain R C Hodge).

5. Miscellaneous

- 5/1 Miscellaneous papers, 1970-71.