Determination Number: AA 121/05
File Number: AEA 320/05

*Under the Employment Relations Act 2000*

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY**
**AUCKLAND OFFICE**

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| **BETWEEN** | Flight Attendants & Related Services Association (Applicant) |
| **AND** | Air New Zealand Limited (Respondent) |
| **REPRESENTATIVES** | Paul Wicks, Counsel for Applicant<br>Andrew Caisley, Counsel for Respondent |
| **MEMBER OF AUTHORITY** | R A Monaghan |
| **INVESTIGATION MEETING** | 7 April 2005 |
| **DATE OF DETERMINATION** | 7 April 2005 |

## DETERMINATION OF THE AUTHORITY BY CONSENT

The parties have resolved the above employment relationship problem and have asked the Authority to issue a determination by consent. The terms are as set out below.

### 1. BACKGROUND

1.1. Air New Zealand is proposing to make a decision regarding the disestablishment of the role of "Inflight Service Director" and the creation of a role of onboard manager.

1.2. It has published a proposal for consultation to the applicant, its members and others.

1.3. The applicant, on behalf of its members have raised concerns regarding the provision of information about the proposal. It has also raised concerns about the timeframe within which feedback is required.

1.4. As a result of the concerns the applicant issued proceedings in the Authority.

1.5. In response to those proceedings, Air New Zealand provided the following undertaking:

> *Air New Zealand undertakes that the current ISD to OnBoard Manager proposal is a concept promoted by Ms Virginia Bishop and Ms Carrie Hurihanganui. The first paper, proposal or document which was presented to the senior management team in connection with the concept was the Onboard Manager Discussion paper of mid-November.*

*That powerpoint presentation was a stand-alone document. No other supporting material of any nature was presented to the senior management team. The senior management team provided no documentary feedback of any kind on the concept.*

*From mid-November until 21 December 2004 no other documentary material of any kind was presented to the senior management team. Nor was any other documentary material of any kind created or considered specifically for the purpose of developing the concept into the proposal given to FARSA on 21 December 2004.*

*The only documents created or considered for the purpose of developing the proposal given to FARSA on 21 December 2004 were:*

*1) Onboard Manager Discussion paper*

*2) Gallup 2003*

*3) Hypoxic events"*

1.6. Both the applicant and the respondent wish to ensure that proper information is provided to the employees. Both parties also wish to ensure that feedback is given without unnecessary delay.

1.7. To this end the parties have agreed that the Authority should make the following orders by consent:

## 2. CONSENT ORDERS

2.1. That on or before 5:00pm on 7 April 2004, Air New Zealand provide to the applicant and its members a copy of the "Onboard Manager Discussion Paper", previously given to the applicant on an "embargoed" basis.

2.2. That on or before 5:00pm on 7 April 2004 Air New Zealand provide to the applicant and its members a copy of the minutes from the meetings of the London Consultative Working Group and relevant extracts of the Gallup 2003 survey.

2.3. That once the documents referred to in paragraphs 1 and 2 have been provided, the issues relating to the provision of information and on which these proceedings were commenced will have been resolved.

2.4. That FARSA will provide feedback on behalf of its members, on the proposal presently out for consultation, and on any other relevant issues,on or before 5:00pm Tuesday 12 April 2005. No further extension for the submission of feedback will be sought by FARSA.

2.5. These orders are in full and final settlement of the current proceedings.

I order accordingly.

**R A Monaghan**
**Member, Employment Relations Authority**