

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2005-2006 BUDGET SENATE ESTIMATES HEARING
30, 31 MAY and 3 JUNE 2005**

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO

QUESTIONS ON NOTICE

Office of the Employment Advocate

Question Number: W246-06

Question:

Senator Marshall asked at *Hansard* page 89/90:

In regard to pilot training bonds, could the OEA explain how the removal from standard AWAs for pilots of this entitlement to training when it is coupled with the inclusion of a training bond without compensation would work?

Answer:

In relation to all AWAs, the Employment Advocate or his delegate must apply the no disadvantage test (NDT) and be sure in a global sense that the terms and conditions of the AWA are not less than those provided in the relevant or designated award or relevant laws.

In relation to training and training bonds, if there were a provision providing a benefit in an award, and that benefit were removed by the AWA (or a cost was imposed in the AWA to obtain that benefit), this would be factored into the NDT.