

PICTON HIGH SCHOOL

Creating Opportunities Achieving Success



2020 HSC
Task FOUR

BUSINESS STUDIES

General Instructions

- Take Home Task
- Two weeks
- Due Date: Mon 17th Aug 2020
- Write using blue or black pen
- Task Weight:25%

Outcomes Assessed

- H3** *discusses the social and ethical responsibilities of management*
- H6** *evaluates the effectiveness of management in the performance of businesses*
- H8** *organises and evaluates Information for actual and hypothetical business situations*
- H9** *communicates business information, issues and concepts in appropriate formats*

Read the following stimulus material. Answer the questions that follow based on the stimulus material, your knowledge of Business Studies and any relevant case studies.

Qantas statement - industrial action by long haul pilots

Qantas is disappointed that the pilots' union is threatening to take industrial action which could cause disruptions to Australian travellers.

Qantas is prepared to negotiate sensible and reasonable increases in pay and conditions for our long-haul pilots however the current demands from the union are excessive and unsustainable.

The pilots' union is demanding pay increases, free flights on top of already heavily discounted airfares and a requirement that pilots on all Qantas airlines, including Jetstar, are paid the same high rates as Qantas pilots.

Paying Qantas pilot rates to pilots for our low cost carrier Jetstar would drive up ticket prices, make Jetstar unprofitable and set precedents for other staff salaries.

We encourage the union to remain at the negotiating table.

...in recent years, Qantas pilots have grown concerned about a new management strategy to replace Australian Qantas pilots with outsourced and offshore alternatives. This move is not in the interests of pilots, passengers or, ultimately, profits.

To protect their flying, Qantas pilots, through their professional association, AIPA (Australian and International Pilots Association), are pressing to get a 'Qantas flight/Qantas pilot clause' included in their new three-year enterprise agreement.

The clause would guarantee that all Qantas, or 'red tail', flying would be performed by Qantas pilots *or* by pilots on conditions equal to the Qantas pilot agreement. In this way, AIPA hopes to remove the incentive for Qantas management to outsource Qantas pilot work.

Qantas pilots have not taken industrial action since 1966. Yet this year, 94 per cent of pilots voted in favour of taking Protected Industrial Action. They voted this way because they are frustrated that during negotiations, management has not even considered the inclusion of a Qantas flight/Qantas pilot clause in the new enterprise agreement. Qantas pilots hope that by applying pressure through strategic forms of protected industrial action, management may be forced to reconsider their position and negotiate with AIPA on how to achieve the clause



What is protected industrial action?

In general, for industrial action to be lawful it must be protected industrial action. The requirements for taking protected industrial action include:

- the industrial action is in support of a new enterprise agreement (or is in response to industrial action by the other side)
- the bargaining representative(s) organising the action, or representing the employees who are taking or organising the action, must be genuinely trying to reach agreement.



a) **Identify** the three stakeholders listed above and **identify** their interest in the dispute.

Stakeholder	Interest

3 marks

