



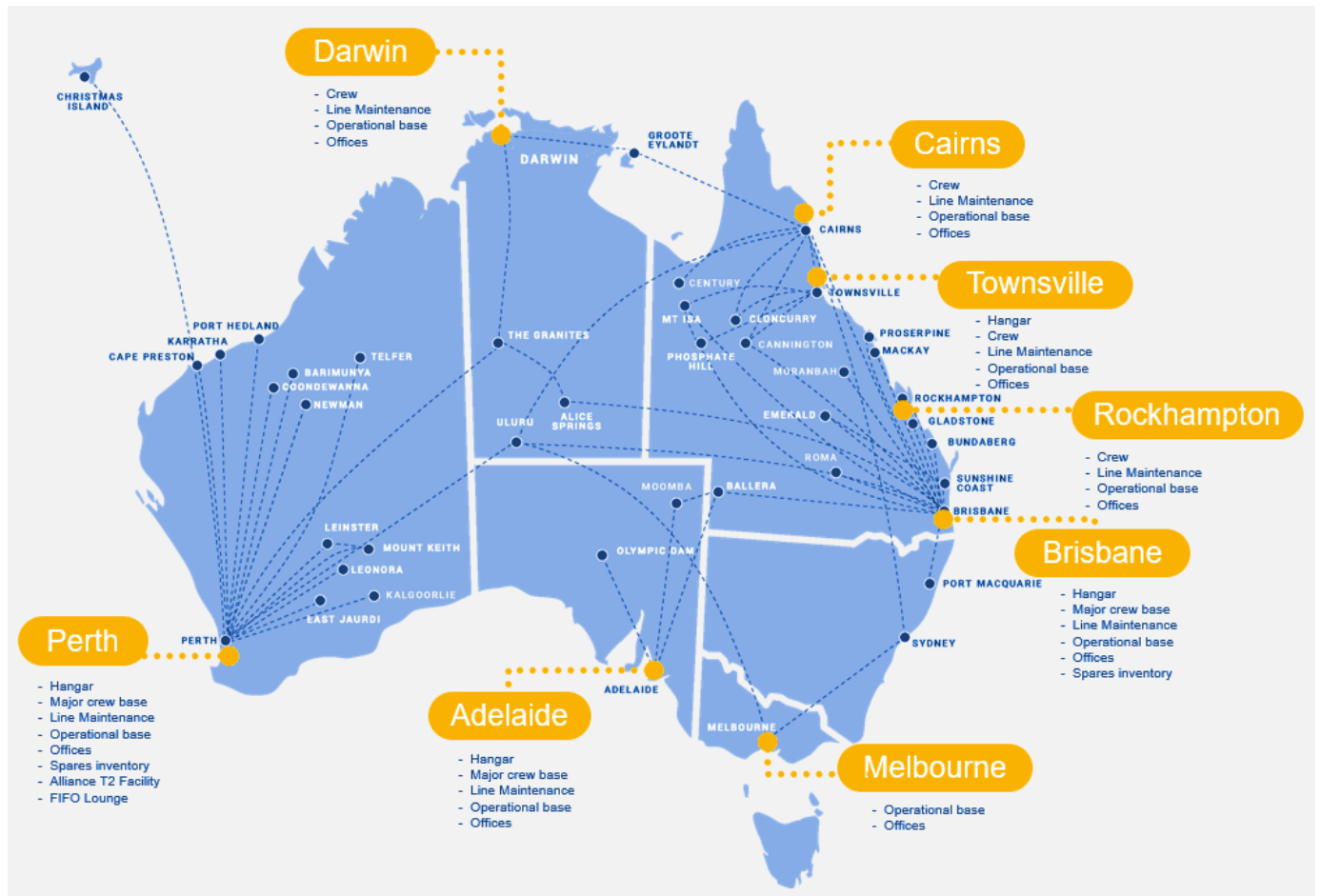
# A day in the life of an Alliance Airlines Flight Attendant:

## Who is Alliance Airlines?

Alliance Airlines is Australia’s major fly in, fly out (FIFO) air charter operator. Founded in 2002, with just 3 aircraft, today Alliance boasts a constantly expanding fleet of 43 Fokker aircraft and a recent purchase of 30 Embraer aircraft.

Alliance proudly employs in excess of 700 staff and provides regular and adhoc charter services in Australia. We operate from bases in Brisbane, Townsville, Cairns, Rockhampton Adelaide, Melbourne, Perth, Darwin and we are proud to be known as Australia’s leading FIFO charter operator with a history of delivering the highest standards of safety, reliability, and operational performance for our clients.

## Alliance Airlines Footprint





## Alliance Fleet



*F100 – 100 Seat Jet Aircraft  
No. in fleet – 24  
(2 in storage)*



*F70 – 80 Seat Jet Aircraft  
No. in fleet - 14<sup>1</sup>*



*F50 – 50 Seat Turbo-Prop Aircraft  
No. in fleet - 5*



*EMB190 94 Seat Jet Aircraft  
Aircraft  
No. in fleet – 30\**

1. Including one leased aircraft

## Our Values

### Safety

At Alliance Airlines, safety is always our first and foremost priority. Nothing is more important than the safety of our clients, passengers and employees. Our safety culture ensures risks are identified and addressed efficiently and resolutely.

### Reliability

We pride ourselves on reliability here at Alliance Airlines –our aircraft, our crew and our operations team. Our highly reliable Fokker aircraft are supported by permanently based flight crew, engineering staff, spares and tooling, ensuring our fleet maintains an outstanding record.

### Operational Performance

Alliance Airline's success is directly linked to our ability to meet and exceed performance expectations, which are set and measured by both our stakeholders and clients themselves. We attribute our performance to our entire team who works together to provide our clients with the highest standards of service possible.

At Alliance Airlines, our clients are our priority.



## Some important Questions Answered

<b>Do I receive perks such as cheap flights?</b>	No. However you may request free travel on existing Alliance Services, and family members may request travel on Alliance ferry flights. Approval for travel is not guaranteed, and is dependent on the requirements of the operation. Application is via written email to your manager with as much notice as possible.
<b>Will I get to travel overseas?</b>	Yes, but mostly domestic operations. In the last year, we have operated to Papua New Guinea, Christmas Island, and Norfolk Island.
<b>How much annual leave will I receive?</b>	Six weeks per year
<b>Will I get Christmas off?</b>	No, we are a 24/7 operation and you could be expected to work Christmas Day, Boxing Day etc.
<b>What training will I receive?</b>	24 day course (almost 4 weeks) which will consist of theory components, practical training both in the classroom and on board live aircraft. You must complete this course prior to commencing your online training which will usually take approximately 1 week.
<b>What will Ground school be like?</b>	Intense and challenging. You will be learning a number of new skills and will be tested on them every day. You will have homework to complete most nights and drills/procedures to memorise. It is important that you focus your attention completely on the training.
<b>What if I don't pass ground school?</b>	If you do not pass the exams or ground school requirements, you will be released from your contract.
<b>Do I need to pay for my training?</b>	No. There are no up-front costs to you. We will pay for your training. Instead we will bond you.
<b>What is a bond?</b>	We will place a bonded amount to you of \$10,000 which reduces each month over 2 years. What this means is for each and every month of service with Alliance we will reduce your bond debt. If you leave after the 2 year period, no money will be owing to us. If you leave prior to the bond period, you will need to repay any money still owing. A sliding scale is used to calculate the money owing. The longer you stay with Alliance the less money you will need to repay.
<b>Who will I report to?</b>	Lots of different people will be your manager, depending on what the issue or situation is. On board an aircraft, the Captain is the head of crew, with the Cabin Manager being the head of cabin crew. For operational purposes, Network Operations will be directing you. For personal or administration issues, it is most likely to be Suzanne Hobson, the National Cabin Crew Manager, or your local Senior Base Cabin Crew (SBCC).



<p><b>Drug and Alcohol Testing (DAMP)</b></p>	<p>Alliance Airlines is committed to providing personnel and visitors with a safe and healthy environment, an alcohol and drug free workplace. Alliance Airlines aims to prevent incidents/ injuries, improve employee wellbeing, and ensure employees are fit for work</p> <p><b>Alliance Airlines Drug and Alcohol tolerance policy is 0% (zero).</b></p> <p>It is a condition of employment that you may be required to undergo a medical examination, including a random drug and alcohol test, at any time during your employment.</p>
<p><b>Pre-Employment Medical</b></p>	<p>It is a condition that you undertake a pre-employment medical exam with a designated aviation medical examiner (DAME) prior to commencing employment with Alliance Airlines. This exam will include a drug and alcohol test, which will require a urine sample.</p>
<p><b>Do I have to pay for my uniform?</b></p>	<p>You will be issued with a full complement of the Alliance Airlines uniform. You may purchase extra pieces or a dress (for the female Cabin Crew), or a coat or woollen vest. Purchases of the coat or vest depend on which base you are assigned to. For example Perth base receive the woollen coat, however Brisbane cabin crew must purchase this item.</p>
<p><b>What about parking at the airport? Will I have to pay for parking?</b></p>	<p>Staff car parking is free and accessed using your Aviation Security Identification Card (ASIC). There are strictly designated areas set aside for crew parking and they may not be adjacent to the terminals. You will either have to walk to the terminal or use the staff bus, depending on which base you are in.</p>
<p><b>What career path do you offer?</b></p>	<p>All Cabin Crew start as a Line Cabin Crew and should progress to Cabin Manager position within 3-6 months, once they have consolidated/polished their skills and passed a short training course and on-board check. The next progression would be to apply for a Cabin Crew Trainer when advertised by the HR department. After being a Cabin Crew Trainer, the next step is to become a Check Cabin Crew. This is also advertised via the HR department. From time to time training positions may become available on the ground, along with support and administration positions within Flight Operations Department, for example an Emergency Procedures Instructor.</p>
<p><b>What is the earliest sign on?</b></p>	<p>It depends which base you are assigned to. BNE, TSV and CNS earliest could be as early as 0300. PER and ADL is 0500. DRW earliest sign on could be 0445. These times are subject to change without notice and can vary on charters.</p>
<p><b>What are the maximum hours per day?</b></p>	<p>16 hours per day. Some conditions apply, such as the time of sign-on, the number of sectors planned and whether there are any passenger sectors in your duty.</p>
<p><b>What is my probation period?</b></p>	<p>Six months. Before you are confirmed as an Alliance Airlines Cabin Crew, you will be required to pass a probation check.</p>



<b>What will my roster look like?</b>	Due to our airline being predominantly charter; flexibility from our Flight Attendants is paramount as last minute changes to rostered duties do occur.
<b>What will the dress standards be when training?</b>	Dress standards are a mix of business attire and smart casual clothing. You will receive your uniform at the completion of training. Additional items will be required to be purchased during your course, for example cabin shoes and a watch. Alliance has strict grooming policies and you must meet the standard.
<b>Do I receive any information before the course to prepare myself for training?</b>	We will send you a Pre Course Booklet to prepare you for your training. It will contain important information on the necessities of the ground school and you will be required to bring it with you. An itinerary letter will be emailed to you approx. 1 week prior to your travel date if travelling interstate or intrastate.



## Salary and Allowance Summary

CPI - EIGHT CAPITAL CITIES AVERAGE - MARCH FIGURES	CPI Increase 1.1%
DESCRIPTION	01/06/2021 - 31/05/2022
Cabin Crew Trainee (Casual)	n/a
Casual Cabin Crew	n/a
Cabin Crew Trainee (Permanent)	n/a
Line Flight Attendant	\$ 52,597.59
Cabin Manager	\$ 57,535.95
Trainer	\$ 60,005.13
Checker	\$ 63,365.41
Trainee Cabin Crew Productivity Bonus	n/a
Line Cabin Crew Productivity Bonus	\$ 219.76
Cabin Manager Productivity Bonus	\$ 228.40
Trainer Productivity Bonus	\$ 243.22
Check Productivity Bonus	\$ 246.36
Transport (cents per km)	\$ 0.92
Overnight Allowance per day	\$ 141.75
Meal Break Allowance	n/a
Breakfast Allowance per day	\$ 23.21
Lunch Allowance per day	\$ 26.76
Dinner Allowance per day	\$ 60.44
Phone and email allowance per month	\$ 61.00
Extended duty allowance per duty	\$ 124.80
Line Cabin Crew Loss of RDO	\$ 219.76
Cabin Manager Loss of RDO	\$ 228.40
Check and Trainer Loss of RDO	\$ 243.22

Productivity Bonus paid to all Full Time & Part Time Cabin Crew Only

Productivity Bonus & Overnight allowances are not payable during Ground School