



DRAFT DETERMINATION

Fair Work Act 2009

s.157—variation of modern award

Expense-related allowances 2025

(AM2025/7)

AIR PILOTS AWARD 2020

[MA000046]

Airline operations

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE

SYDNEY, XX JUNE 2025

Expense-related allowances.

A. Pursuant to s 157 of the *Fair Work Act 2009* (Cth), the above award is varied as follows:

1. By deleting the table appearing in clause 20.3(a)(v) and inserting the following:

	\$ per meal
0630–0800 hours	35.08
1200–1330 hours	39.30
1800–2000 hours	67.56
Incidentals	27.97

2. By deleting the amount “\$2753” appearing in clause 20.3(c) and inserting “\$2963”.

3. By deleting the amounts “\$113,414” and “\$408,284” appearing in clause 21.11(a) and inserting “\$122,085” and “\$439,498” respectively.

4. By deleting the amount “\$364,222” appearing in clause 21.11(b) and inserting “\$392,067”.

5. By deleting the amounts “\$1134.00” and “\$680.46” appearing in clause 21.11(e) and inserting “\$1221” and “\$732.48” respectively.

6. By deleting the amounts “34.19”, “38.31” and “65.85” appearing in clause B.4.5(a) and inserting “35.08”, “39.30” and “67.56” respectively.

7. By deleting the amounts “34.19”, “38.31” and “65.85” appearing in clause D.5.6(b)(ii) and inserting “35.08”, “39.30” and “67.56” respectively.
8. By deleting the amount “\$26.10” appearing in clause D.5.6(c) and inserting “\$26.78”.
9. By deleting the amount “\$26.10” appearing in clause D.5.6(d) and inserting “\$26.78”.
10. By deleting the table appearing in clause G.3.1 and inserting the following:

Allowance	Clause	\$	Payable
Accommodation and meals—additional amount	20.3(a)(ii)	27.97	per night
Accommodation and meals—hardlying allowance	20.3(a)(iii)	124.03	per layover
Accommodation and meals—allowance to replace clauses 20.3(a)(ii) and 20.3(a)(iii)	20.3(a)(iv)	178.09	per layover
Accommodation and meals—meals for tours of duty commencing from layover port:	20.3(a)(v)		
0630–0800 hours		35.08	per occasion
1200–1330 hours		39.30	per occasion
1800–2000 hours		67.56	per occasion
Incidentals		27.97	per occasion
Accommodation and meals—camping out allowance	20.3(a)(vi)	136.35	per night or part thereof
Vehicle allowance	20.3(b)(v)	0.98	per km
Loss of pilot’s licence allowance—an amount of up to	20.3(c)	2963	per annum
Uniform allowance	20.3(e)(ii)	277.55	upon employment and annually
Clothing allowance—excessive wear and tear	20.3(e)(iii)	5.20	per week
Transport allowance—return travel	20.3(g)(ii)	9.31	per occasion
Accident insurance—death benefit—pilots:	21.11(a)		
Aerial application operations		122,085	Not less than
All other pilots		439,498	Not less than

Allowance	Clause	\$	Payable
Accident insurance—helicopter aircrew	21.11(b)	392,067	Not less than
Accident insurance reimbursement:	21.11(e)		
Aerial application operations—an amount of up to		1221	per annum
All other operations—an amount of up to		732.48	per annum
Accommodation—not of an appropriate standard	B.4.2	159.81	per night
Accommodation—camping out allowance	B.4.3	136.35	per night
Layover allowance:	B.4.4		
—Australia and dependencies		27.97	per layover
—Elsewhere		61.55	per layover
Meals on layover:	B.4.5(a)		
—Breakfast		35.08	per occasion
—Lunch		39.30	per occasion
—Dinner		67.56	per occasion
Accommodation and meals—pilot securing own	B.4.6	178.09	per layover
Camping out allowance	D.4.2(c)	42.96	per night
Transport allowance	D.4.2(d)(i)	0.98	per km
Transport allowance—private vehicle	D.4.2(d)(iii)	0.98	per km
Travelling and working away from home base—meals:	D.5.6(b)(ii)		
—Breakfast		35.08	per occasion
—Lunch		39.30	per occasion
—Dinner		67.56	per occasion
Not relieved for duty between fourth and fifth hour	D.5.6(c)	26.78	per occasion
Shut down away from home base between 1200 and 1400 hours	D.5.6(d)	26.78	per occasion
Accommodation—disability allowance—an amount of up to	D.5.6(f)	31.99	per night
Camping out allowance—additional	D.6.4(c)	44.73	per night

Allowance	Clause	\$	Payable
Transport allowance	D.6.4(d)(i)	0.98	per km
Transport allowance—private vehicle	D.6.4(d)(iv)	0.98	per km
Pilots operating away from home base—daily travelling allowance	D.6.6(c)(i)	7.36	per hour or part thereof
Pilots operating away from home base—breakfast, lunch and dinner provided—daily travelling allowance		2.63	per hour or part thereof

B. This determination comes into operation on 1 July 2025. In accordance with s 165(3) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2025.

PRESIDENT