



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## **Annual Wage Review 2024–25** (C2025/1)

### **AIR PILOTS AWARD 2020** [MA000046]

Airline operations

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT MILLHOUSE  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2025

*Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWC FB 3500], the above award is varied as follows:

1. By deleting the example appearing in clause 10.6 and inserting the following:

#### **Example – Casual hourly rate for casual airlines/general aviation employees**

Emma is a casual pilot paid an hourly rate derived from the minimum salaries in Schedule A of the award. Emma flies a piston engine aircraft with a maximum take-off weight of 3810kg on commuter operations and is required to carry out flying using a Command instrument rating.

The annual salary for a full-time pilot under the classification of Captain, Multi engine 3360 kg UTBNI 5660 kg is \$67,299.

Emma is entitled to additions to salary under clause A.1.3(a) of \$1956.20 per annum and clause A.1.4 of \$7824.79.

The formula to calculate her hourly casual rate under clauses 10.2 and 10.4 of the award is:  
(Annual salary + annual applicable additions to salary) divided by 800 = hourly rate

Hourly rate x casual loading = casual hourly rate

**Calculating Emma's casual hourly rate:**

Step 1: (annual salary + annual applicable additions to salary) = \$77,079.99

Step 2: \$77,079.99 / 800 = \$96.35 per hour (hourly rate)

Step 3: \$96.35 x 1.25 = \$120.44\* per hour (casual hourly rate)

Emma's casual hourly rate of pay is \$120.44\* per hour.

\*Emma's actual rate of pay may differ based on other allowances that may be payable under the Air Pilots Award.

2. By deleting the amount "\$128.07" appearing in clause 15.8(f)(ii) and inserting "\$132.55".
3. By deleting the amount "\$102.25" appearing in clause 20.2(a)(ii) and inserting "\$105.83".
4. By deleting the amount "\$51.64" appearing in clause 20.2(a)(iii) and inserting "\$53.45".
5. By deleting the amount "\$123.94" appearing in clause 20.2(a)(iv) and inserting "\$128.28".
6. By deleting the amount "\$18.59" appearing in clause 20.2(b)(ii) and inserting "\$19.24".
7. By deleting the table appearing in clause 20.2(c)(ii) and inserting the following:

	<b>\$ per annum</b>
Single pilot command	10,642.14
Multi pilot command	7092.12
Co-pilot	5316.26

8. By deleting the amount "\$40.28" appearing in clause 20.2(d)(i) and inserting "\$41.69".

9. By deleting the table appearing in clause A.1.1 and inserting the following:

Classification	Minimum salary per annum	
	Captain	First Officers Second Pilots
	\$	\$
Single engine UTBNI 1360 kg	55,586	49,426
Single engine 1360 kg–3359 kg	57,949	49,426
Single engine 3360 kg & above	67,299	52,585
Multi engine UTBNI 3360 kg	64,721	50,631
Multi engine 3360 kg UTBNI 5660 kg	67,299	52,585
Multi engine 5660 kg UTBNI 8500 kg	70,981	54,786
Multi engine 8500 kg UTBNI 12000 kg	76,357	58,188
Multi engine 12000 kg UTBNI 15000 kg	82,069	61,958
Multi engine 15000 kg UTBNI 19000 kg	89,434	66,464
Multi engine 19000 kg & above— unless otherwise listed	95,688	70,032
Dash 8 100–15650 kg MTOW	89,434	66,464
Dash 8 200–16466 kg MTOW	89,434	66,464
Dash 8 300–19505 kg MTOW	89,434	66,464
Dash 8 400–28998 kg MTOW	95,540	70,032

10. By deleting the table appearing in clause A.1.2 and inserting the following:

Classification	Minimum salary per annum (full-time employee)		
	Captain	First Officer	Second Officer
	\$	\$	\$
Fokker 28	153,783	101,938	
CRJ-50	153,783	101,938	
BAe-146	166,483	109,940	
Fokker 100	166,483	109,940	

Classification	Minimum salary per annum (full-time employee)		
	Captain	First Officer	Second Officer
	\$	\$	\$
Boeing 717	166,483	109,940	
Narrow body aircraft	174,536	114,947	
Wide body aircraft–single deck	200,387	131,863	79,989
Wide body aircraft–double deck	226,242	148,779	90,138

11. By deleting the amount “\$1890.04” appearing in clause A.1.3(a) and inserting “\$1956.20”.

12. By deleting the amount “\$6238.17” appearing in clause A.1.3(b) and inserting “\$6456.52”.

13. By deleting the amount “\$8231.50” appearing in clause A.1.3(c) and inserting “\$8519.61”.

14. By deleting the amount “\$13,219.97” appearing in clause A.1.3(d) and inserting “\$13,682.69”.

15. By deleting the table appearing in clause A.1.4 and inserting the following:

Instrument flying rating	\$ per annum
Command or Class 1	7824.79
Co-pilot or Class 2	5088.25
Night VFR or Class 4	1956.20

16. By deleting the amounts “\$4306.82” and “\$8613.64” appearing in clause A.1.7(a)(i) and inserting “\$4457.56” and “\$8915.13” respectively.

17. By deleting the amounts “\$4306.82” and “\$8613.64” appearing in clause A.1.7(a)(ii) and inserting “\$4457.56” and “\$8915.13” respectively.

18. By deleting the amount “\$1094.78” appearing in clause A.1.7(c) and inserting “\$1133.10”.

19. By deleting the table appearing in clause A.1.8 and inserting the following:

<b>Instrument flying rating</b>	<b>\$ per annum</b>
Command or Class 1	7824.79
Co-pilot or Class 2	5088.25
Night VFR or Class 4	1956.20

20. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Minimum salary per annum</b>	
	<b>Captain</b>	<b>Co-pilot</b>
	<b>\$</b>	<b>\$</b>
<b>Group 1</b>		
Cessna 206	63,310	
Cessna 207	63,310	
Cessna 210	63,310	
<b>Group 2</b>		
Aero Commander 500	70,149	
Beechcraft 55	70,149	
Beechcraft 58	70,149	
Britten Norman BN2	70,149	
Cessna 310	70,149	
Cessna 337	70,149	
Cessna 402	70,149	
Cessna 414	70,149	
Partenavia P68	70,149	
Piper PA23	70,149	
Piper PA30	70,149	
Piper PA31	70,149	
Piper PA34	70,149	
Piper PA60 Aerostar	70,149	
<b>Group 3</b>		
Beechcraft 65	72,534	
Cessna 404	72,534	

	<b>Minimum salary per annum</b>	
	<b>Captain</b>	<b>Co-pilot</b>
	<b>\$</b>	<b>\$</b>
Cessna 421	72,534	
Aero Commander 680	72,534	
<b>Group 4</b>		
Cessna 441	77,678	
Nomad N22	77,678	
Nomad N24	77,678	
Aero Commander 690	77,678	
<b>Group 5</b>		
Beechcraft 200	88,107	63,802
Swearingen 226	88,107	63,802
Swearingen 227	88,107	63,802
De Havilland 6-100	88,107	63,802
De Havilland 6-200	88,107	63,802
De Havilland 6-300	88,107	63,802
Casa 212	88,107	63,802
Embraer 110	88,107	63,802
<b>Group 6</b>		
Jetstream 31	90,493	64,588
Beach 1900	90,493	64,588
Metro 23	90,493	64,588
<b>Group 7</b>		
Cessna 550	94,091	65,638
McDonnell Douglas	94,091	65,638
DC3	94,091	65,638
Shorts SD-330	94,091	65,638
Shorts SD-360	94,091	65,638
Mohawk	94,091	65,638
<b>Group 8</b>		
Saab-Fairchild	100,447	68,840
340 A	100,447	68,840

	<b>Minimum salary per annum</b>	
	<b>Captain</b>	<b>Co-pilot</b>
	<b>\$</b>	<b>\$</b>
<b>Group 9</b>		
De Havilland	108,437	72,926
Dash 8-100, 102, 200 and 300	108,437	72,926
ATR 42-300	108,437	72,926
Fokker 50	108,437	72,926
Dash 8-400	115,872	77,881
<b>Group 10 (turbo jet aircraft)</b>		
Fokker 70 and Fokker 100	166,483	109,940
Bae-146	166,483	109,940
Embraer 190/195	166,483	109,940
Airbus A319	174,536	114,947
Airbus A320	174,536	114,947
Boeing 737-300	174,536	114,947
Boeing 737-400	174,536	114,947

21. By deleting the amount “\$161.12” appearing in clause B.3.1 and inserting “\$166.76”.
22. By deleting the table appearing in clause C.9.1 and inserting the following:

<b>Aerial application flying hours experience in the industry</b>	<b>Minimum salary per week (full-time employee)</b>
	<b>\$</b>
0–1000*	922.70
1001–2000	951.40
2001–3000	988.80
Over 3000	1066.20

23. By deleting the amount “\$277.68” appearing in clause C.9.3 and inserting “\$287.40”.
24. By deleting the amount “\$30.98” appearing in clause C.9.7 and inserting “\$32.07”.
25. By deleting the amount “\$5318.97” appearing in clause D.4.1(a) and inserting “\$5505.14”.

26. By deleting the table appearing in clause D.4.1(b) and inserting the following:

<b>Instrument flying rate</b>	<b>\$ per annum</b>
Command	6681.00
Co-pilot	4339.98
Night LVMC	1667.58

27. By deleting the table appearing in clause D.5.1 and inserting the following:

	<b>Minimum salary per annum (full-time employee)</b>
	<b>\$</b>
<b><i>Single engine</i></b>	
1st year of service	68,721
2nd year of service	70,330
3rd year of service	71,871
4th year of service	73,385
5th year of service	74,993
6th year of service	76,602
7th year of service	78,214
8th year of service	79,825
9th year of service	81,433
<b><i>Twin 0–9000 lbs</i></b>	
1st year of service	73,385
2nd year of service	74,993
3rd year of service	76,602
4th year of service	78,214
5th year of service	79,825
6th year of service	81,433
7th year of service	83,044
8th year of service	84,654
9th year of service	86,264



	<b>Minimum salary per annum (full-time employee)</b>
	<b>\$</b>
<b><i>Twin over 9000 lbs</i></b>	
1st year of service	76,602
2nd year of service	78,214
3rd year of service	79,825
4th year of service	81,433
5th year of service	83,044
6th year of service	84,654
7th year of service	86,264
8th year of service	87,693
9th year of service	89,483

28. By deleting the amount “\$25.82” appearing in clause D.5.3(a) and inserting “\$26.72”.
29. By deleting the amounts “\$10,792.86” and “\$7332.95” appearing in clause D.5.3(b) and inserting “\$11,170.63” and “\$7589.62” respectively.
30. By deleting the table appearing in clause D.5.4 and inserting the following:

	<b>\$ per night</b>
Australia and dependencies	26.72
Overseas	26.72

31. By deleting the table appearing in clause D.6.1 and inserting the following:

<b>Single engine command</b>	<b>Minimum salary per annum<sup>1</sup></b>
	<b>\$</b>
<b><i>UTBNI 9000 lbs</i></b>	
1st year of service	71,774
2nd year of service	73,385
3rd year of service	74,993
4th year of service	76,602
5th year of service	78,214
6th year of service	79,825
7th year of service	81,433

<b>Single engine command</b>	<b>Minimum salary per annum<sup>1</sup></b>
	\$
8th year of service	83,042
9th year of service	84,654
10th year of service	86,264
11th year of service	87,872
12th year of service	89,483
13th year of service	91,094
14th year of service	92,705
15th year of service	94,317
<b><i>All other operations command</i></b>	
1st year of service	79,825
2nd year of service	81,433
3rd year of service	83,042
4th year of service	84,654
5th year of service	86,264
6th year of service	87,872
7th year of service	89,483
8th year of service	91,094
9th year of service	92,705
10th year of service	94,317
11th year of service	95,924
12th year of service	97,534
13th year of service	99,145
14th year of service	100,753
15th year of service	102,364

32. By deleting the amount “\$8004.28” appearing in clause D.6.3 and inserting “\$8284.44”.
33. By deleting the table appearing in clause E.3.2 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Surveillance aircrewperson	1129.40	29.72
Rescue aircrewperson	1129.40	29.72

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Surveillance mission coordinator	1194.90	31.44
Aircrewperson	1194.90	31.44

34. By deleting the amount “\$79.20” appearing in clause E.4.1(a) and inserting “\$81.97”.

35. By deleting the table appearing in clause E.4.1(b) and inserting the following:

	<b>\$ per week</b>
Rescue aircrewperson / Surveillance aircrewperson	67.15
Aircrewperson / Surveillance mission coordinator	107.30

36. By deleting the table appearing in clause F.1.1 and inserting the following:

<b>Flying hours experience in the industry</b>	<b>Minimum hourly rate</b>
	\$
0–1000	24.28
1001–2000	25.04
2001–3000	26.02
Over 3000	28.06

37. By deleting the table appearing in clause F.1.2 and inserting the following:

	<b>Minimum daily rate</b>
<b>All employees</b>	\$
All employees	287.40

38. By deleting the table appearing in clause F.2.1 and inserting the following:

	<b>Per flying hour</b>
	<b>1/800<sup>th</sup> of annual rate + 25% loading</b>
	<b>\$</b>
<b>Single engine aircraft</b>	
<b>UTBNI 1360 kg</b>	
Captain	86.85
First Officer/Second Pilot	77.23
<b>1360 kg – 3359 kg</b>	
Captain	90.55
First Officer/Second Pilot	77.23
<b>3360 kg &amp; above</b>	
Captain	105.15
First Officer/Second Pilot	82.16
<b>Multi engine aircraft</b>	
<b>UTBNI 3360 kg</b>	
Captain	101.13
First Officer/Second Pilot	79.11
<b>3360 kg UTBNI 5660 kg</b>	
Captain	105.15
First Officer/Second Pilot	82.16
<b>5660 kg UTBNI 8500 kg</b>	
Captain	110.91
First Officer/Second Pilot	85.60
<b>8500 kg UTBNI 12000 kg</b>	
Captain	119.31
First Officer/Second Pilot	90.93
<b>12000 kg UTBNI 15000 kg</b>	
Captain	128.24
First Officer/Second Pilot	96.81
<b>15000 kg UTBNI 19000 kg</b>	
Captain	139.74
First Officer/Second Pilot	103.85

	<b>Per flying hour</b>
	<b>1/800<sup>th</sup> of annual rate + 25% loading</b>
	<b>\$</b>
<b>19000 kg &amp; above – unless otherwise listed</b>	
Captain	149.51
First Officer/Second Pilot	109.43
<b>Dash 8 aircraft</b>	
<b>Dash 8 100 – 15650 kg MTOW; Dash 8 200 – 16466 kg MTOW; and Dash 8 300 – 19505 kg MTOW</b>	
Captain	139.74
First Officer/Second Pilot	103.85
<b>Dash 8 400 – 28998 kg MTOW</b>	
Captain	149.29
First Officer/Second Pilot	109.43
<b>Larger aircraft</b>	
<b>Fokker 28 and CRJ-50</b>	
Captain	240.29
First Officer	159.28
<b>BAe-146; Fokker 100; and Boeing 717</b>	
Captain	260.13
First Officer	171.79
<b>Narrow body aircraft</b>	
Captain	272.71
First Officer	179.60
<b>Wide body aircraft - single deck</b>	
Captain	313.10
First Officer	206.04
Second Officer	124.99

	<b>Per flying hour</b>
	<b>1/800<sup>th</sup> of annual rate + 25% loading</b>
	<b>\$</b>
<b>Wide body aircraft - double deck</b>	
Captain	353.50
First Officer	232.46
Second Officer	140.84

39. By deleting the table appearing in clause F.2.2 and inserting the following:

	<b>Per flying hour</b>
	<b>1/800<sup>th</sup> of annual rate + 25% loading</b>
	<b>\$</b>
<b>Group 1</b>	<b>Cessna 206; Cessna 207 and Cessna 210</b>
Captain	98.93
<b>Group 2</b>	<b>Aero Commander 500; Beechcraft 55; Beechcraft 58; Britten Norman BN2; Cessna 310; Cessna 337; Cessna 402; Cessna 414; Partenavia P68; Piper PA23; Piper PA30; Piper PA31; Piper PA34 and Piper PA60 Aerostar</b>
Captain	109.61
<b>Group 3</b>	<b>Beechcraft 65; Cessna 404; Cessna 421; and Aero Commander 680</b>
Captain	113.34
<b>Group 4</b>	<b>Cessna 441; Nomad N22; Nomad N24; and Aero Commander 690</b>
Captain	121.38
<b>Group 5</b>	<b>Beechcraft 200; Swearingen 226; Swearingen 227; De Havilland 6-100; De Havilland 6-200; De Havilland 6-300; Casa 212 and Embraer 110</b>
Captain	137.66
Co-pilot	99.69
<b>Group 6</b>	<b>Jetstream 31; Beach 1900 and Metro 23</b>
Captain	141.40
Co-pilot	100.93

	<b>Per flying hour</b>
	<b>1/800<sup>th</sup> of annual rate + 25% loading</b>
	<b>\$</b>
<b>Group 7</b>	<b>Cessna 550; McDonnell Douglas; DC3; Shorts SD-330; Shorts SD-360 and Mohawk</b>
Captain	147.01
Co-pilot	102.56
<b>Group 8</b>	<b>Saab-Fairchild and 340 A</b>
Captain	156.95
Co-pilot	107.56
<b>Group 9</b>	<b>De Havilland; Dash 8-100, 102, 200 and 300; ATR 42-300; and Fokker 50</b>
Captain	169.44
Co-pilot	113.95
<b>Group 9</b>	<b>Dash 8-400</b>
Captain	181.05
Co-pilot	121.69
<b>Group 10 (turbo jet aircraft)</b>	<b>Fokker 70 and Fokker 100; Bae-146 and Embraer 190/195</b>
Captain	260.13
Co-pilot	171.79
<b>Group 10 (turbo jet aircraft)</b>	<b>Airbus A319; Airbus 320; Boeing 737-300 and Boeing 737-400</b>
Captain	272.71
Co-pilot	179.60

40. By deleting the table appearing in clause F.2.3 and inserting the following:

	<b>Pilot</b>	<b>Co-pilot</b>
	<b>1/800<sup>th</sup> of annual rate + 25% loading</b>	<b>1/800<sup>th</sup> of annual rate + 25% loading</b>
	<b>\$ per flying hour</b>	
<b>On-Shore Operations</b>		
<b>Single Engine</b>		
1st year of service	107.38	75.16
2nd year of service	109.89	76.93

	<b>Pilot</b>	<b>Co-pilot</b>
	<b>1/800<sup>th</sup> of annual rate + 25% loading</b>	<b>1/800<sup>th</sup> of annual rate + 25% loading</b>
	<b>\$ per flying hour</b>	
3rd year of service	112.30	78.61
4th year of service	114.66	80.26
5th year of service	117.18	82.03
6th year of service	119.69	83.79
7th year of service	122.21	85.55
8th year of service	124.73	87.31
9th year of service	127.24	89.06
<b>Twin 0-9000 lbs</b>		
1st year of service	114.66	80.26
2nd year of service	117.18	82.03
3rd year of service	119.69	83.79
4th year of service	122.21	85.55
5th year of service	124.73	87.31
6th year of service	127.24	89.06
7th year of service	129.76	90.83
8th year of service	132.28	92.59
9th year of service	134.79	94.35
<b>Twin over 9000 lbs</b>		
1st year of service	119.69	83.79
2nd year of service	122.21	85.55
3rd year of service	124.73	87.31
4th year of service	127.24	89.06
5th year of service	129.76	90.83
6th year of service	132.28	92.59
7th year of service	134.79	94.35
8th year of service	137.03	95.91
9th year of service	139.81	97.88



41. By deleting the table appearing in clause F.2.4 and inserting the following:

	<b>Pilot</b>	<b>Co-pilot</b>
	<b>1/800<sup>th</sup> of annual rate + special duties addition + 25% loading<sup>1</sup></b>	<b>1/800<sup>th</sup> of annual rate + special duties addition + 25% loading<sup>1</sup></b>
	<b>\$ per flying hour</b>	
<b>Single engine command</b>		
<b>UTBNI 9000 lbs</b>		
1st year of service	125.09	91.45
2nd year of service	127.61	93.21
3rd year of service	130.13	94.96
4th year of service	132.64	96.73
5th year of service	135.15	98.49
6th year of service	137.68	100.25
7th year of service	140.19	102.01
8th year of service	142.70	103.78
9th year of service	145.21	105.54
10th year of service	147.74	107.30
11th year of service	150.25	109.05
12th year of service	152.76	110.81
13th year of service	155.28	112.58
14th year of service	157.80	114.34
15th year of service	160.31	116.10
<b>All other operations command</b>		
1st year of service	137.68	100.25
2nd year of service	140.19	102.01
3rd year of service	142.70	103.78
4th year of service	145.21	105.54
5th year of service	147.74	107.30
6th year of service	150.25	109.05
7th year of service	152.76	110.81
8th year of service	155.28	112.58
9th year of service	157.80	114.34
10th year of service	160.31	116.10

	<b>Pilot</b>	<b>Co-pilot</b>
	<b>1/800<sup>th</sup> of annual rate + special duties addition + 25% loading<sup>1</sup></b>	<b>1/800<sup>th</sup> of annual rate + special duties addition + 25% loading<sup>1</sup></b>
	<b>\$ per flying hour</b>	
11th year of service	162.83	117.86
12th year of service	165.34	119.63
13th year of service	167.86	121.39
14th year of service	170.38	123.14
15th year of service	172.89	124.90

42. By deleting the table appearing in clause F.2.5 and inserting the following:

<b>Classification</b>	<b>Ordinary hourly rate</b>	<b>Overtime – first 2 hours</b>	<b>Overtime – after 2 hours</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Surveillance aircrewperson	37.15	52.01	66.87
Rescue aircrewperson	37.15	52.01	66.87
Surveillance mission coordinator	39.30	55.02	70.74
Aircrewperson	39.30	55.02	70.74

43. By deleting the amount “\$1032.81” appearing in clause G.1.1 and inserting “\$1068.96”.

44. By deleting the table appearing in clause G.1.1 and inserting the following:

	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Work on a rostered duty-free day	15.8(f)(ii)	12.4	132.55	per day worked
Engineering and other duties—50 hourly inspection	20.2(a)(ii)	9.9	105.83	per inspection
Engineering and other duties—Licensed Aircraft Maintenance Engineer qualification	20.2(a)(iii)	5.0	53.45	per hour or part thereof

	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Engineering and other duties—excessive freight weight—pilot required to load/unload aircraft	20.2(a)(iv)	12.0	128.28	per tour of duty
Night operations—personal inconvenience allowance	20.2(b)(ii)	1.8	19.24	per night operation flown
Night vision goggles (other than helicopter aircrew):	20.2(c)(ii)			
Single pilot command		995.56	10,642.14	per annum
Multi pilot command		663.46	7092.12	per annum
Co-pilot		497.33	5316.26	per annum
Overseas duty allowance	20.2(d)(i)	3.9	41.69	per occasion
<b>Airlines/General Aviation</b>				
Piston engine aircraft—commuter operations	A.1.3(a)	183.0	1956.20	per annum
Airline Transport Pilots Licence (excluding Fokker-28 pilots)	A.1.3(b)	604.0	6456.52	per annum
Turbo-prop aircraft allowance	A.1.3(c)	797.0	8519.61	per annum
Turbo jet aircraft allowance (excluding Fokker-28 pilots)	A.1.3(d)	1280.0	13,682.69	per annum
Instrument flying rating (excluding Fokker-28 pilots):	A.1.4			
Command or Class 1		732.0	7824.79	per annum
Co-pilot or Class 2		476.0	5088.25	per annum
Night VFR or Class 4		183.0	1956.20	per annum
Instrument flying rating—First Officer/Second Pilot:	A.1.6			
Command or Class 1		732.0	7824.79	per annum
Co-pilot or Class 2		476.0	5088.25	per annum
Night VFR or Class 4		183.0	1956.20	per annum
Piston engine aircraft—commuter operations—additional entitlement (see A.1.3(a))		65% additional as specified in A.1.6	1271.53	per annum

	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Turbo-prop aircraft allowance—additional entitlement (see A.1.3(c))		65% additional as specified in A.1.6	5537.75	per annum
Turbo jet aircraft allowance—additional entitlement (see A.1.3(d))		65% additional as specified in A.1.6	8893.75	per annum
Flight instruction—single engine:	A.1.7(a)(i)			
Grade II single engine charter		417.0	4457.56	per annum on appointment
Grade I single engine charter		834.0	8915.13	per annum on appointment
Flight instruction—multi engine:	A.1.7(a)(ii)			
Grade II multi engine charter		417.0	4457.56	per annum on appointment
Grade I multi engine charter		834.0	8915.13	per annum on appointment
Flight instruction—single engine (Grade I instructor)—8 years of service	A.1.7(c)	106.0	1133.10	per annum of sixth, seventh and eighth year of service
Instrument flying rating—flight instruction:	A.1.8			
Command or Class 1		732.0	7824.79	per annum
Co-pilot or Class 2		476.0	5088.25	per annum
Night VFR or Class 4		183.0	1956.20	per annum
<b>Regional Airlines</b>				
Freight weight allowance—in excess of 500kg—pilot required to load/unload aircraft	B.3.1	15.6	166.76	per tour of duty

	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
<b>Aerial Application Operations</b>				
Training and/or checking allowance	C.9.6	3.0	32.07	per hour*
<b>Helicopter Operations</b>				
Senior commercial pilot's licence allowance	D.4.1(a)	515.0	5505.14	per annum
Instrument flying rating:	D.4.1(b)			
Command		625.0	6681.00	per annum
Co-pilot		406.0	4339.98	per annum
Night LVMC		156.0	1667.58	per annum
Cattle mustering allowance	D.5.3(a)	2.5	26.72	per day or part thereof
Police operations:	D.5.3(b)			
Twin engine operations		1045.0	11,170.63	per annum
Single engine operations		710.0	7589.62	per annum
Specific on-shore allowances—overnight allowance:	D.5.4			
Australia and dependencies		2.5	26.72	per night spent away from home base
Overseas		2.5	26.72	per night spent away from home base
Specific off-shore additions—special duties	D.6.3	775.0	8284.44	per annum

45. By deleting the amount “\$1154.50” appearing in clause G.1.2 and inserting “\$1194.90”.

46. By deleting the table appearing in clause G.1.2 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Mobile intensive care ambulance <sup>1</sup>	E.4.1(a)	6.86	81.97	per week
Night vision goggles:	E.4.1(b)			
Rescue aircrewperson / Surveillance aircrewperson <sup>1</sup>		5.62	67.15	per week
Aircrewperson / Surveillance mission coordinator <sup>1</sup>		8.98	107.30	per week

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) 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